

SCIENTIFIC AND PSYCHOLOGICAL CLASSIFICATION OF THE CONCEPT OF
"CAREER"

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Annotation: This article examines the role and relevant aspects of psychological factors in the professional development of doctors.

Key words: Professional Career, motivation, medicine, educational motivation, professional motivation, motive, goal, need, professional training.

Annotatsiya: Ushbu maqolada shifokorlar professional karerasi muammosining ilmiy–nazariy o'rganilgani haqida mulohaza yuritiladi.

Kalit so'zlar: professional karera, motivatsiya, tibbiyot, kasbiy motivatsiya, motiv, maqsad, ehtiyoj, kasbiy tayyorgarlik.

Аннотация: В этой статье рассматривается рол и актуальные аспекты психологических факторов в профессиональном развитии врачей

Ключевые слова: Профессиональный карьера, мотивация, образование, медицина, профессиональная мотивация, мотив, потребность, профессиональная подготовка

In modern times, a comprehensive approach to career issues is necessary, in which, along with personal factors, external socio-economic factors should be taken into account. The concept of career has been studied in many scientific studies as one of the main categories that determine a person's professional activity and life path.

Career is usually understood as the path taken by a person in his professional activity, social status in society, positions held, professional competencies and opportunities for self-expression. In scientific approaches, this concept has been widely studied in the disciplines of sociology, psychology, management, pedagogy and philosophy. From a sociological point of view, career is explained by the social mobility of a person, the place he occupies in the process of social stratification in society. The psychological approach is based on a person's professional decisions, motives, values, needs and psychic resources.

One of the scientific explanations of the concept of career is that it is not a set of achievements and successes in a person's professional life, but a process of his spiritual, psychological and social formation. Professional activity is a fundamental part of human life, in which a person integrates into society through his individual abilities, intellectual potential and work activities. Therefore, a career cannot be limited only to a position or material income; it is closely related to a person's life goals and self-realization strategy.

Career motivation occupies a special place in psychological research. One of the main factors determining a person's professional direction is his internal needs and values.

According to the theory of "career anchors" developed by E. Schein, a person makes decisions based on certain basic motives when choosing his professional activity. For example, there are such directions as the desire for management and leadership, the desire for security and stability, creative self-expression, technical competence, service to society, autonomy and



independence. These anchors determine a person's decisions and play an important role in his career development.

D. Super's theory of professional development also interprets a career as a staged process. According to him, a person's professional life begins with childhood interests, stabilizes during adolescence, and reaches its peak in adulthood. Super's concept includes the stages of professional development: learning, research, decision-making, consolidation, and retirement in old age. These processes are seen as a dynamic state that occurs throughout a person's life.

There are different approaches to career classification. One of them is the concept of vertical and horizontal career.

Vertical career means promotion in position, advancement in management positions, and obtaining a high social status in society.

Horizontal career is associated with mastering different areas of professional activity, trying oneself in different professional fields.

In addition, there are such classifications as internal career (changes in positions within one organization) and external career (starting a new activity in another organization or field). Socio-psychological factors play a significant role in career development. A person's level of self-awareness, personal values, social support network, emotional intelligence, and ability to cope with stress are among the factors that determine their professional success. For example, individuals with high motivation, developed communication skills, and self-management skills tend to have a more successful career path.

However, external factors - economic stability, demand in the labor market and social opportunities - also have a strong impact on a person's career. In today's era of globalization, the concept of career is becoming more complex. While in traditional approaches, a career is interpreted as a process that is formed within a stable organization, in modern times the concepts of "portfolio career" or "borderless career" are emerging. In such an approach, a person can work in several areas at the same time, participate in various projects and manifest himself in various professional roles.

Also, the concept of "career" is considered a phrase close to the expression "finding one's place in life" among Easterners. The process of choosing a profession can be viewed as a decision aimed at the future of the individual, as opposed to professional self-development.

V.A. According to Tolochev's analysis, in the 19th century, career was defined as "a path, a path, a need for life, a service, success and its product" or "success in society, rapid achievement of career and ranks", but by the beginning of the 20th century, it began to be viewed as a person's external success, fame, as well as a path to personal well-being and development, prospects and fate.

At the end of the 20th century, career as a "phenomenon" became the object of research at various levels of psychological sciences. Not only was its content expanded and typologies analyzed, but a number of real and (or) hidden determinants of the process of achieving a career were also studied.

By the end of the 20th century and the beginning of the 21st century, the word career began to be used in a broad sense in scientific research (for example, A. Derkash, E. Dyashkova, F. Lutens, E. Okhotsky, etc.).

In particular, career –

- professional mobility, professional growth, transition from one level of professionalism to another;
- dynamics and general sequence of stages of human development in the main spheres of life (work, family);
- socio-economic and status-role positions;



- form of social activity of the individual;
- success of the individual throughout his life;
- desire of the individual to achieve a position that allows him to fully satisfy his needs;
- active movement of the individual in developing and improving his lifestyle, ensuring stability in the flow of social life;
- a guarantee of success in life goals;
- subjective perception of the individual's successes and failures;
- is assessed as the interrelation of personal and professional development.

Career is the achievement of success, career, promotion. In other words, it is the result of a person's specific behavior and position in labor activity associated with professional growth. Each person creates a career in his own way, and this depends on his desires, goals and attitudes.

Career is the result of a person's behavior in the process of labor activity and the position or professional growth associated with his chosen direction.

In our opinion, a career is built by a person through his personal goals, desires, attitudes that he uses in his actions in the process of carrying out his labor activity, and forms it based on his real (authoritative) competence in a particular organization.

So, by career, we mean the advancement of an employee in a particular field of activity, a change in the amount of incentives associated with his skills, abilities, qualifications and activities, progress along the chosen path in life, achieving popularity, gaining a position and fame. In the former Soviet Union, the concept of "career" meant only promotion, gaining a position or rank.

Today, this concept is being approached more broadly and is considered as a process of achieving success and achievement in any field. In most cases, in the recent past, career was about work, but today, in modern approaches, professional development, that is, personal growth in science, social life or other areas, is explained in connection with this concept.

E. Komarov divided career into 2 types in his research, calling them "situational career" and "career created by one's own hands". S.I. Sotnikov, in his scientific research, conditionally established 3 types of career: "purposeful career", "stable career" and "fading career". P. Shtomka assessed the process of achieving a career in 2 different cases and divided it into "progressive career" according to the nature of growth and "regressive career" based on the aspect of fading.

Theoretically, the concept of career represents the movement of an individual in a certain field of activity in his development. Also, concepts such as "individual career" and "professional career" can be considered in the context of certain activities. Individual career is a sequence of both conscious and spontaneous behavioral patterns and individual development of work experience in the career ladder. It also embodies the individuality of a person in his professional life and entrepreneurial activities.

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