

Concepts of Professionogram and Professionalism in Introducing Students to the Basics of Crafts

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Annotation: The article provides scientific information about the concepts of professionogram and professionalism in introducing students to the basics of craftsmanship. Information is also provided about the types of professionograms, their definition and characteristics, the concept of professionalism, what is necessary to pay attention to in the craft.

Keywords: craftsmanship, professionogram, types, characteristics, professionalism, qualifications, skills, demand, labor, activity, content.

The professionogram of the implementation of national craft and Applied Art in the educators of today's student - future preschool educational organization is a phenomenon with its own aspects, one of the important tasks of the activities of preschool educational organizations, which is considered one of the stages of the educational system in the process of reforms carried out in the field, is

Professionogramma - (lat. Profession-specialty + gram-record) - a system of characteristics that characterize a particular profession, as well as a list of norms and requirements for the employee by this profession or specialty.

In particular, a professionogram may contain a list of psychological characteristics that representatives of certain professional groups should correspond to.

In addition to the above, casbiograms are often used in the development of anti-crisis personnel policies.

A professionogram is a list of specific requirements for an employee. It is structured to determine the maximum compliance of the qualities of a candidate of a particular profession. The main purpose of creating a professionogram is the effective selection of personnel.

This is a special instruction describing the characteristics of a particular profession. The description of the psychological portrait of the candidate for the position is mandatory.

The professionogram includes the following points:

- Name of expertise. The section shows the main information related to the specifics of the work, the prospects that the employee can expect.
- Description of the work process. The place of work, position and obligations, the specifics of the work performed are indicated.
- Knowledge and skills. The instructions clearly indicate the tasks that the employee must perform. A detailed analysis of personal and professional qualities corresponding to the desired position is also carried out.

- Qualification. The minimum experience of the candidate, what information should he have. The available possibilities of professional growth should be indicated.
- Sanitary and hygienic conditions. The conditions under which the work process takes place are signed, the risks that may arise, the responsibility for the injuries received during the work is indicated.
- There should be information about the physiological, as well as psychological requirements of the employee, his intelligence, level of caution and conflicts.

It should be noted that each company has its own document, which is created individually and can differ significantly from the vocational programs of other organizations.

Types of profesiograms

Experts classify casbiograms into different types:

- Information. Psychologists use it to determine the professional orientation of the client, to provide information about the specialty of interest to the individual.
- Approximate diagnostics. They help to assess the results of the activities carried out, analyze the causes of a crisis or a decrease in labor productivity.
- Constructive. With their help, new equipment, technologies are being introduced and working conditions are improving.
- Methodical. Special methods are being developed in which you can learn how specialization changes and the dynamics that have a positive effect on the work process.
- Diagnostics. Includes professional training or additional retraining of employees.

The development of the profession should be approached as responsibly as possible, since it plays a very important role in organizing the work process of a particular company. In addition, it helps to find truly experienced and responsible employees for a particular position. Specialists who are well versed in this topic should also be engaged in the development of a profesiogram.

Professionalism is words and phrases that are characteristic of people of the same profession who are engaged in a certain type of activity.

Based on the psychological structure of activity and the difference in craftsmanship from large-scale industrial labor, we have developed a functional model of Craftsman activity. This model in our subsequent research will be the approximate basis for developing a standard of the craft profession and designing a personal model of the Craftsman. The performance of the types of labor of craftsmen requires the Craftsman to acquire a wide range of Polytechnic knowledge, labor skills and skills, emotional-motor culture, aesthetic taste, professional honesty. We can say that a craftsman is a universal worker with a pronounced individual style of activity and socio-professional qualities.

It should be noted that craft activities can be directed to the production and sale of goods, as well as the provision of services. At the same time, goods are distinguished by originality, correspond to the spirit of folk applied art, have their own characteristics, are produced in small series. Services are also exclusive in Nature, offered on a limited scale, with aesthetic and social significance. In craft activities, elements of entrepreneurship and creativity are combined with the aesthetic and artistic value of the results. Accordingly, a specialist who has the qualifications to carry out this activity should not only have certain knowledge, skills, skills and the ability to apply them, but also have personal qualities and abilities that allow him to become an entrepreneur, creator of artistic and aesthetic values, organizer of production.

Thus, the craftsman, as a specialist who carries out handicraft activities, must be well prepared to carry out actions on the processing of materials, production of products, the use of tools and equipment, and must also have the characteristics of an entrepreneur and be able to act in

accordance with the technologies of entrepreneurial activity, have creative abilities and potential., aesthetic sensitivity, artistic and aesthetic perception ability of the world around.

Features of craft activities

Crafts are a holistic activity that begins with the design of a project and ends with the implementation of a work product. A craftsman is a holistic worker of a wide professional field—literally a professional. Labor actions and operations of industrial labor workers are excluded from production. The division of Labor induces the cha-

stik is a worker-worker specialist. Its professionalization leads to the formation of an individual style of activity.

Changing the holistic labor activity of a craftsman partially leads to the appearance of an employee, which in turn is replaced by a working operator. These changes give rise to two interconnected trends in the development of the professional world:

- the individual (worker) is increasingly moving away from material production;
- Separation of humanitarian, initial holistic activities.

An important feature of craft activities is that it is a factor in the comprehensive development of an individual. By improving his professional skills, the Craftsman is increasingly contributing to the process and product of his work — a unique combination of methods of producing his professional individuality and individual psychological abilities. The individual manuscript of the result of Labor leads to the creation of unique products with a personality-oriented character. This process of professional and personal development sometimes leads to the creation of high artistic works.

Personal development was manifested not only in performance skills, but also in interest, inclination and profession. The profession in this or that craft activity led to the creation of masterpieces of Applied Art.

We compare it with modern material production in order to more accurately show the features of craft activities. The socio-economic basis of crafts is small entrepreneurship, personal or cooperative ownership of the means of production. The result of Labor is a holistic product (commodity). Artisanal labor involves the high quality of the product produced to harm labor productivity.

Modern machine and automated production are characterized by the scale, the abundance of workers and management personnel, state or cooperative ownership of the means of production. The result of Labor is the quality of the labor actions and operations performed, as well as wages. Dividing holistic Labor into actions and operations determine high labor productivity and the quality of the final product.

The methods (technologies) of handicrafts and large-scale machine production differ significantly. Craft labor is characterized by individual and small-scale production, in which manual labor prevails. Tools—tools, devices and mechanisms. An important point is the independent organization and planning of Labor. The production of a large machine is characterized by serial production, the content of Labor consists in the control of mechanisms, machines and machines, as well as control over their operation. Tools—machines and vending machines. The main thing is to follow technological norms and guidelines.

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