

Study the Process of Harmonization Formation of Personal and Professional Qualities at Students

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Abstract--*The article studies the issues of harmonization formation process of personal and professional qualities at students, as well as the issues of development of professional motivation at future pharmacists. A number of competencies, which need to be developed at future specialists of this industry, are listed. The professional development of a specialist in a higher educational institution requires further research, since more and more new requirements are placed on the quality of training of specialists with higher education. The basic paradigms of the educational process are radically changing, and established approaches and schemes for training specialists break down. Therefore, there is a need to study this problem and search for increasingly advanced approaches for effective professional training and education of a competitive specialist during student training.*

Modern higher education should create appropriate conditions for the training of a competent specialist, focused on continuous professional development, self-improvement, which will ensure a high level of competitiveness, productivity of professional activity and, as a result, career growth and self-realization. In addition to successfully mastering the necessary knowledge base and skills in accordance with the specifics of the chosen specialty, it is also important to possess the most expressed professionally necessary qualities and practical skills that are the conditions for the effective performance of professional functions at any stage of the professional formation of an individual.

The process of personal formation in the system of vocational education is inherent in the psychophysiological changes that occur in a person when mastering professional activity. Professional development of a person includes the accumulation of certain knowledge, mastery of skills and specific methods of practical activity and their continuous improvement. It is important to direct the pedagogical process in higher education to prepare a creative, self-actualizing personality, a future professional. The relevance of the topic of the article is due to the need of society for a competitive specialist with professional competence, adequately assessing himself as a professional and capable of further personal and professional self-realization and self-education in the labor market.

Keywords--*profession, professional competence, medicine, students, professional advancement, education, sociological analysis, pharmaceuticals.*

I. INTRODUCTION

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The world relevance of professional formation of a specialist in a higher educational institution requires further research, as new requirements to the quality of university graduates training are increasingly imposed. Basic paradigm of the educational process is fundamental changing, well-established approaches and schemes of training of specialists are broken. Therefore, there is a need to investigate this problem and find increasingly sophisticated approaches to effectively train and educate a competitive specialist during student learning.

In the context of comprehensive modernization, the education system is subject to certain changes, which are reflected in the sets of measures to modernize education, introduce international educational standards into this sphere, carry out comprehensive scientific research on topical problems of education, as well as organize an effective system of spiritual and moral education for young students. A number of the resolutions of the President of the Republic of Uzbekistan Sh. Mirziyoev No. PP-2909 on 20.04.2017 "About measures for further development of the higher education system" directed to further improvement of educational process, curricula and programmes of higher education based on extensive use of the latest pedagogical technologies and teaching methods, qualitative updating and introduction of modern forms of organization and scientific-educational process in order to steadily improve the level and quality of professional skills of pedagogical personnel [1]; PPK-3151 on 27.07.2017 "About measures for further expansion of participation of the industries and spheres of economy in improvement of quality of training of university graduates" [2]; PPK-3775 on 05.06.2018. "About additional measures for improvement of quality of education in the highest educational institutions and to ensuring their active participation in the large-scale reforms which are carried out in the country" can be an example of the above-mentioned modifications [3].

A number of positive reforms had been undertaken to establish a new education system in the context of globalization. This has become a major challenge for society to create and implement social mechanisms to improve the quality of education in higher education institutions. This requires scientific study of theoretical and methodological foundations of creation of mechanisms of social management in universities. The dynamics of the pharmaceutical sector in the country during the years of independence and new realities required the provision of new generation personnel to the industry and the development of a long-term strategy for university undergraduate training. In accordance with the objectives of the Strategy for Action on the Five Priority Areas of Development of the Republic of Uzbekistan for 2017 – 2021[4] and the Concept for the Development of the Health System of the Republic of Uzbekistan for 2019 - 2025 years [5], and further improvement of medical and pharmaceutical education and science, ensuring its integration into practical health care and rising a level of health care are approved in the Resolution No. PP-4310 on 06.05.2019 of the President of the Republic of Uzbekistan Sh. Mirziyoev "About measures for further development of a system of medical and pharmaceutical science and education"[6]. The introduction of a credit-modular system of education in the processes of training and continuous vocational education of pharmaceutical personnel; Development of pharmaceutical science, as well as innovation in the sphere of health care and bringing them to the world level, ensuring integration into the global scientific space; Establishment of international faculties in pharmaceutical higher educational institutions together with leading foreign educational institutions, with the organization of training in Russian and English are emphasized in this resolution. According to these documents, an educational institution is a center for the formation of innovative behavior of subjects of the educational process.

Our country pays special attention to the education of a harmoniously developed young generation. There have been started and consistently continued the organizational means of necessary conditions for young people to receive modern education [7].

II. MATERIAL AND METHODS

The study of sociology of education was studied at all times. Western classical sociologists such as M. Veber, E. Giddens, E. Dürkheim, O. Kont, G. Spenser studied issues of higher education quality.

The main ideas about education are reflected in views of the Central Asian philosophers such as, the Imam of al Bukhari, Abu Nasr Farabi, Abu Ali Ibn Sino, Abdul Halik Gizhduvani, Abu Raykhan Beruni, Hoja Ahmad Yassavi, Dzhahaluddin Davani, Kaykovus, Nadzhmiddin Kubro Khivaki, in the literary works of Bakhauddin Nakshbandi, Hussein Voyza Kashifi, Amir Temur, Alisher Navoiy, Dzhahaliddin Rumi, Yusuf Hos Khojib and Imam Gazali.

Representatives of the Jadid movement Abdullah Avloni, Mahmudhuja Bekhbudi and Abdurouf Fitrat also dealt with education issues in the country.

The experience, knowledge and thinking of ancestors, their material and spiritual values will serve as a reliable and solid basis for the development of our society. In the history of Eastern philosophical thought, special attention was paid to the problems of human and human relations, the social environment where the human personality is determined, as well as values and freedom. The path to perfection is the elimination of all shortcomings, reliance on noble thoughts and noble actions and the desire for knowledge in search of truth. The source of all virtues is reading, learning, and enlightenment. It is well known from history that our great ancestors emphasized the criteria of human perfection in their philosophical works. In particular Abu Nasr Farabi promotes the idea of a mature society, a well-educated and just society, as the cornerstone of human perfection. There are formed such qualities which lead the person to perfection on the basis of moral qualities. Personal qualities according to Abu Nasr Farabi are inextricably linked to those of the spiritual maturity of human being. Bearing in mind that excellent human development is the ultimate goal of our spiritual and educational work, we view the moral values of our great ancestors as the basis for the formation of a sense of humanism, patriotism, self-sacrifice.

The issues of harmony of personal qualities, physical and mental education are of great importance in the literary works of the great thinker Abu Ali ibn Sino. In the philosophical outlook of the medieval scientist of the East, the idea of the development of society stands out. In this regard, special attention is paid to the idea of a healthy social environment, which determines the perfection of the person and the basis for improving his material and moral existence. The scholar Abu Ali Ibn Sino expressed his deep philosophical views on the relationship between personality and the environment that promotes the virtues of human perfection. Analysis of medical science in close connection with the education of the human body and spirit is a characteristic of Ibn Sino's philosophy. Ibn Sino's views on humanism, personality and his spirituality are expressed in his moral ideas. The scientist in the "Tract on Ethics" talking about the perfection of the individual reflects on the merits of honesty, generosity,

patience, honor, hard work, secrecy, knowledge, openness, integrity, and the concept of loyalty, friendship, truthfulness in the development of these features, serious attention he paid to the health of the environment in which a person was born.

Among local sociological works on education problems appeared at the end of the 20th century we can notice works of M.B.Bekmurodov, A.J.Kholbekov, R.A.Ubaidullayeva, N.S.Alikariev, A.S.Begmatov, T.Matibayev, M.H.Ganieva, A.A.Umarov, A.Ota-Mirzaev, A. Yunusov were first, where for the first time both general and specific issues on education of Uzbekistan analyzed. A bit later this group of researchers was added by such sociologists as O. Abduazimov, Sh. Sodikova, A.N. Alikoriyeva, R.T. Ubaydullayeva, F.A. Farfiyev, N.M. Latipova, A. P. Seitov, H.T. Khusanova, U.F. Sabirova, etc [8].

III. RESULTS

At present, in the course of the revitalization of the scientific, industrial and defense industries and the stabilization of social processes, harmonization in the activities of the main participants of these processes - the government, entrepreneurship and civil society structures representing the broad sectors of the population - should be constantly carried out. This means that local harmonization processes are increasingly expanding to cover large global systems. The main features of harmonization are the following: approach to the consideration of the law, equivalence and comparability, harmonization (establishment of the necessary appropriate link) of contents, structure and composition [9].

Analysis of requirements for modern pharmaceutical personnel showed that the emphasis should not be on obtaining deeper specialized knowledge in general, but on improving personal qualities, which along with acquired professional skills will allow the specialist to take a worthy place among the employees of the public health system. For realization of the above-mentioned strategies the training curricula for this subject should be amended accordingly. These challenges require the cooperation of all concerned parties, especially in the international level.

IV. DISCUSSION

Harmonization should be understood as mutual harmonization, consolidation into a single system, streamlining or ensuring mutual conformity of actions, as well as various spiritual and educational measures between systems and subsystems of educational complexes of institutions.

When training a future specialist of a particular industry, it is necessary to develop in them on an equal basis with professional and personal qualities. We will study there the concepts of "personality" and "profession."

The sociological concept of "personality" suggests that people are social beings. If it is necessary to highlight and describe the social qualities of human individuals, the concept of "personality" is used. These qualities are called social, as they are not part of the human biological program, are not genetically transmitted from one generation to another; their education and formation is related to the social way of organizing people's lives. Among the "personality" concepts we give preference to the definition of the famous Russian sociologist V. A. Yadov. Personality is the integrity of the social properties of a human being, a product of social development and the inclusion of an individual in the system of social relations through active substantive activity and communication

[10]. Roles are set by social expectations that are conceptualized in sociology as "social norms." [11] The basis of personality formation is not activity, but "the relationship between people, conditioned by the structure of society, plays a decisive role." [12]

People with the same status discover a number of similar personality traits, denoted as "social personality type." Thus, after interviewing a representative sample of a social group, sociologists identify the inherent conditions of work and life, conclude what wants, know and can the typical representative of it. [13] Personal communication is built so that in the status of individual you step as the object of orientation of the participants of interaction, and performing the role, he himself is oriented to other actors [14].

Human personality qualities are not innate. Individuals become included in the social world. Personality is not static, unchanged, it changes and develops, makes certain activities. Let us discuss the essence of the concepts that characterize the process of professional development within the framework of these approaches. According to A.K. Markova, "a professional is a specialist who has acquired high levels of professional activity, deliberately changes and develops himself in the course of work, makes his individual creative contribution to the profession, has found his individual purpose, stimulates interest in the results of his professional activity in society and increases the prestige of his profession in society." [15]

In the sociology of professions, the subject of which is the state and trends of changes in the professional structure of society, as well as the attitude of people towards the sphere of professions, expressed in value judgements (verbally) and in social behavior [16], there is no unambiguous interpretation of the category "profession." It is therefore important to have a theoretical understanding of this category in the context of various sociological approaches and concepts.

In G. Spencer, the profession is seen as one of the social institutions by which he understands: 1) organs of the social organism that make it possible for people to live together and cooperate; 2) any stable above-organic forms of activity in which an unsightly person learns to interact with others [17].

Under the professional complex T.Parsons understood the set of classes concentrating around intellectual disciplines as an element of the modern cultural system [18]. In his opinion, the profession in pure form is an academic profession, a profession of search and transfer of knowledge, which is surrounded by a ring of professions devoted to the application of knowledge to the tasks of public order (law), health (medicine), efficiency of public and private organizations (administration), effective use of resources outside the social sphere (technology), etc [19].

The profession, according to M. Weber, is such specification, specialization and combination of functions of the individual, which form the basis of constant possibility of security or earning [20].

Professional stratification and the impact of the profession on personal development are also found in the works of P. Sorokin. His definition of profession in the "System of Sociology" is close to Weber's one. By profession he means the usually lasting occupation of the individual, giving him a means of subsistence. The source of income and the social function of the individual are related to each other and form together a profession. In a later

work, "Social Mobility," P.Sorokin addresses the problem of "higher" and "lower" professions based on his theory of social stratification [21].

Special attention to the student's personal and professional development in the course of education is determined not only by the change of new generations of techniques and technologies, but also by the rate of change of new generations of professionals[22].

In the education of student youth, it is necessary to focus on the formation of such qualities of the individual as "search, initiative and entrepreneurship [23]," which are intensified and improved precisely in communication, in social and communicative activities at a high cultural level. The focus of the individual on achieving a certain result, also plays a special role in the professional culture of the future specialist. Speaking about the formation of a professional culture in the process of becoming a specialist, it is necessary to point out that the most important components of his professional culture are professional and general erudition, professional world view, the necessary level of social development, which will allow the future specialist to become not only demanded in the labor market, but also to take place as a person.

Psychological training is especially important for a modern specialist. Rapid development of various technologies, sharp increase of mental tension, overload, stress require from the specialist high intellectual mobility, dynamism, mental adaptation in conditions of difficult work activity, as well as interpersonal and business relations. In such conditions there is a mismatch of the current level of psychological readiness of young specialists to the requirements, conditions and factors of intensification of scientific and mental activity [24]. The consequence of human activity in conditions of scientific and technological progress is its intellectual development, which implies the growth of the role of mental work (scientific knowledge, education, qualification), technology (automation, new technologies) and creative abilities of human being in various spheres of social life. Professional activity is carried out with the obligatory participation of the emotional sphere of the person, filled with various moral feelings. Moral feeling expresses the value attitude of the individual towards his activities, so it is a special kind of thinking, not cognitive, but value. Knowledge, skills, experience of a specialist, communication at work and in the home determine the culture of his work. It is closely linked to the general culture, reflects social and moral qualities and determines the degree of responsibility for the consequences of professional activity. The decisions taken in the situation of moral choice are implemented on the basis of the reflexive attitude of the person to his own activities, his deep reflection, critical analysis and constructive improvement. It has been established that "individual internal reflection is based on processes whose content is not only understanding the other, but also understanding how this other understands me"[25]. The meaningful attitude of the specialist to his activities is closely connected with the important quality of his personality - social responsibility. Social responsibility is part of a professional and moral culture and serves as a basis for self-analysis of activities.

Revealing the internal resource states of students is a pressing task of modern education. The priority qualities of students are activity, initiative, ability to independently plan and control their educational activities, expressed motivation of the learning. The main purpose of modern vocational education is appropriate relation to the current and promising needs of the individual, society and the state, to train a versatile person, a citizen of his

country, capable of social adaptation in society, professional work, capable of self-education, self-improvement and self-realization. That is why at present the demand for a qualified, creative, competitive personality, able to adapt in a modern, dynamically changing world, fundamentally new approaches in solving the tasks, has increased dramatically [26].

The successful development of professional motivation is facilitated by the use of pedagogical technologies in the educational process of the university, which wake up the activity of students, link training with practice. These are technologies of context training, problem training, expansion of practical training within the framework of educational and production practices, professionally oriented training directly in workplaces, on internships, trainings, professionally directed educational work with students, scientific-research activities of students of an applied nature.

We are intended to consider this issue at the training of future pharmacists in the country. A particular importance in the fate of representatives of the pharmaceutical link is such personal quality as honesty, first of all - natural honesty, as well as honesty conscious in the course of education at the educational institution, which determines the "taboo" on taking someone else, including on borrowing medicines and drugs, in excess of those presented in the production premises of the pharmacy. And honesty in the mind of a pharmacist is not only a ban on taking someone else, but also a responsibility to himself, as well as to colleagues and patients to comply with all standards and requirements in the manufacture of medicines, even in the absence of proper control by responsible persons.

V. CONCLUSION

Summing up, we list the professional qualities that teachers need to develop in the course of their professional activities in the training of future pharmacists of the country:

During sale of medicines and goods of pharmacy assortment.

- To organize the reception, storage of medicines, medicinal plant raw materials and pharmacy products in accordance with the requirements of the regulatory framework.
- To sell medicines to the population according to preferential prescriptions and requirements of health care institutions.
- To sell medical products and other pharmacy products.
- To participate in the design of the sales hall.
- To inform the population and health-care providers about the goods of the pharmacy range.
- To follow rules of the sanitary and hygienic mode, labor protection, safety measures and fire safety.
- To provide first aid.
- To fill the primary accounting documents.

In the manufacture of dosage forms and carrying out mandatory types of intra-drug control.

- To produce dosage forms according to prescriptions and requirements of health care institutions.

- To produce intra-drug collection and pack medicines for further realization.
- To master mandatory types of intra-drug control.
- To follow rules of the sanitary and hygienic mode, labor protection, safety measures and fire safety.
- To fill primary accounting documents.

Organization of activities of structural subdivisions of the pharmacy and management of the pharmacy organization in rural areas (in the absence of university graduate).

- To analyze the demand for pharmacy products.
- To organize the work of the structural divisions of the pharmacy and manage the pharmacy organization.
- To issue applications to suppliers for pharmacy products.
- To participate in the formation of price policy.
- To participate in the organization of wholesale trade.
- To fill primary accounting documentation

Personal qualities to be developed in the course of professional activities in the training of future pharmacists of the country:

- To understand essence and social importance of the future profession, to show a stable interest in it.
- To organize own activities, select standard methods and ways to perform professional tasks, assess their effectiveness and quality.
- To make decisions in standard and non-standard situations and be responsible for them.
- To search for and use information necessary for effective performance of professional tasks, professional and personal development.
- To work in the team and society, effectively communicate with colleagues, management, consumers.
- To be careful about the historical heritage and cultural traditions of the people, respect social, cultural and religious differences.
- To be ready to assume moral obligations towards nature, society and man.
- To lead a healthy lifestyle, to engage in physical culture and sports to strengthen health, achieve life and professional goals.

Analysis of requirements for modern pharmaceutical personnel showed that the emphasis should not be on obtaining deeper specialized knowledge in general, but on improving personal qualities, which along with acquired professional skills will allow the specialist to take a worthy place among the employees of the public health system. For realization of the above-mentioned strategies the training curricula for this subject should be amended accordingly. These challenges require the cooperation of all concerned parties, especially in the international level.

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