

## DEVELOPMENT OF PROFESSIONAL MOTIVATION OF STUDENTS AND CADETS OF HIGHER EDUCATIONAL INSTITUTIONS OF LAW ENFORCEMENT AGENCIES

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### ABSTRACT

The article describes the basic concepts of professional motivation, features of development and characteristic features of motivation developed by students and cadets while studying in higher educational institutions of law enforcement agencies.

**Keywords:** motivation, professional activity, structure, system, employees, service and combat activity.

### АННОТАЦИЯ

В статье описаны основные понятия профессиональной мотивации, особенности развития и характерные черты мотивации развиваемые у студентов и курсантов при обучении в высших учебных заведений силовых структур.

**Ключевые слова:** мотивация, профессиональная деятельность, структура, система, сотрудники, служебно-боевая деятельность.

### INTRODUCTION

Proceeding from the realities of the present reality, a modern approach to the training of highly qualified specialists for staffing structural formations and military units of the power structures of the Armed Forces of the Republic of Uzbekistan is a priority in the activities of the military education of our state.

Comprehensive development of cadets and students of military educational institutions is a continuous multi-stage process. One of the most important directions in this development of the personality of the warrior of the future defender of the Fatherland is the identification at the selection stage of the true motivation and the development of professional motivation during the studies of students and cadets of higher educational institutions of law enforcement agencies.

At the expanded meeting of the Security Council held on 12.01.2021 under the personal chairmanship of the President, Supreme Commander of the Armed Forces Sh.N. Mirziyoyev, a number of tasks were identified to further improve the country's defense capability, members of the Security Council, the leadership and command staff of the Armed Forces, heads of local government authorities and representatives of public organizations. "So one of the key tasks in terms of training military personnel, improving their qualifications, as well as the development of military science, the Supreme Commander of the Armed Forces has set the task

of further improving methods and techniques of training troops through in-depth study of the experience of military conflicts and modern practice of warfare ..." [1].

Based on the requirements of the Supreme Commander-in-Chief of the Armed Forces of the Republic of Uzbekistan, it is necessary to revise the overall approach to the organization of professional selection in law enforcement agencies and combat training in the Armed Forces.

The purpose of the study was to improve the system for determining true motivation during the professional selection of candidates for specialties in the Higher Education Institution of the Republic of Uzbekistan, in order to fulfill the tasks, set by the Decree of the President of the Republic of Uzbekistan dated May 3, 2019 No. PP-4306 "On measures to organize a continuous system for identifying gifted youth and training highly qualified personnel".

In the modern world, the role of social professionals is increasing, who can influence people's consciousness in a changing world and the increasing role of information influence on human consciousness by external factors. The category of professions that can influence the consciousness, behavior, orientation of other people is described in the most detailed and accessible way in the works of the Russian scientist Klimov E. A. In his classification of professions of the "man-man" type, he describes those necessary qualities of professionals that make a profession of the "man-man" type exceptional and necessary. The main characteristics of professionals of this type include a stable good mood in the process of working with people, the need for communication, the ability to understand people's intentions, thoughts, moods, the ability to quickly understand people's relationships, the ability to find a common language with different people. The significance of these characteristics in their influence on professional activity increases in proportion to the responsibility for the life and health of citizens. The subject of interest, recognition, maintenance, transformation of this type of professions are social systems, communities, population groups, people of different ages [2].

The most striking example of this type of professions, on the result of the activities of employees who significantly depend on the welfare of large social groups, is the public service (medicine, education, defense, law enforcement, political activity, etc.). It should be noted that every social production has its own specifics, and, consequently, the corresponding (specific) motivation for achieving the goal of modern civil servants. According to Murzabekov M. I., the motivation of achievement determines precisely the highest level of professional achievements, bringing a person closer to the professional acme and determining the most socially significant contribution to the material and spiritual culture of society [3].

For example, S. V. Smybin, in his scientific work "The dynamics of the development of military-professional motivation among cadets of military institutes", defined the military-professional motive (motivation) as a conscious, goal-mediated need of the subject, its reflection, manifestation in the military-professional self-determination of the individual [4].

This judgment is of great importance for our research, since it is the specifics of military-professional motivation among cadets of military institutes that are largely identical to the specifics of the professional motivation of employees of professions such as "man-man", whose motivation of professional activity is investigated by the author. V. A. Suvorov, revealing the essence of the professional motivation of officers of the internal troops, defines it as a system of professionally significant motives formed as a result of an officer's awareness of the social value

of his work, determining the semantic component of his service and combat activities, realizing his capabilities in it by performing assigned service and combat tasks, public recognition of their achievements and the availability of an adequate incentive system [5].

It should be noted that the above judgment is applicable to identify the essence of the motivation of employees not only of the internal troops, but also of other state law enforcement agencies. At the same time, the above statements do not fully reflect the specifics of the motivation of professional activity investigated by the author of the article. Based on the analysis of the above definitions, we can assume that the motivation sought by the author for the professional activity of employees of professions of the "man-man" type is a stable personal component of the position developed by the subject, which is mediated by his attitude to the task, formed as a result of the subject's awareness of the value of his activity, its social significance. This component is supported by moral and material stimulation of his work. Motivation has its own system, hierarchy and performs diverse functions throughout the employee's professional activity. Motivation, as a set of driving forces that encourage the subject to active professional activity, has a certain structure and a target orientation. Structure is usually understood as a regular, stable connection and relationship between parts and elements of the whole, while the structure remains stable despite the dynamics of its parts and changes only when the whole makes a qualitative leap. The idea of the structure involves considering the object as a system [6].

Today in science there are different approaches of researchers in the interpretation of structural education motivation of professional activity. The author refers to these approaches the interpretations and scientific works of Tsvetkova R. I., Dodonov B. I., V. K. Vilyunas, Sveshnikova I. V. and others. For example, in her scientific work "Development of motivation for innovative professional activity of university teachers of social profile" I. V. Sveshnikova proposed the following structure of motivation for professional activity of a higher school teacher consisting of four interrelated components: cognitive, professional, socio-moral and utilitarian. According to her, the professional component includes motives directly related to the values of the teaching profession. The cognitive component includes motives determined by intellectual and cognitive needs. The socio-moral component contains the motives of professional cooperation, interpersonal communication and social adaptation. The utilitarian component is represented by the motives of personal well-being [7].

In the scientific work of B.I. Dodonov, four structural motivational components are identified:

1. The pleasure of the very process of activity;
2. Direct result of activity (created product, acquired knowledge, etc.);
3. Remuneration for activities (salary, promotion, fame, etc.)
4. Avoidance of sanctions that threaten in case of evasion from activities or its unfair execution; deprivation of fear of punishment.

The structure of motivation of professional activity of employees of professions of the "man-man" type, in relation to our study, is most fully represented in the scientific work of I. S. Kovalchuk, according to which, the motivation of professional activity of female servicemen can be represented as a three-level system. At the basic level of the organization of professional motivation of female servicemen, there is a set of professional motives - specific motives that regulate their military professional activities.

The average level represents motivational complexes that reflect the development of professional motivation of a female serviceman in various fields of professional activity: professional communication, professional self-realization of the individual, work activity. The highest link in the structure of motivation of professional activity of a female serviceman is her professional orientation, which determines the vector of professional behavior [8].

Taking into account the above, as well as the content of various approaches to the interpretation of the structure of motivation, the specifics of the development of the personality of the subject at various stages of professional formation, it can be assumed that the structure of professional motivation of an employee of professions of the "man-man" type has a multi-stage design and may consist of the following main interrelated levels: becoming in office; professional improvement; professional skill.

At the first level (becoming in office), the subject learns the features of this type of activity, the range of professional duties, the tasks that he has to perform, the customs, traditions and rituals formed and characteristic of this activity, the requirements of official behavior, as well as the system of moral and material incentives and guarantees legally fixed at the state level. It should be noted that potential candidates for service in law enforcement agencies have a wide range of different values: from pronounced consumer and selfish, to the presence of bearers of the ideals of selfless service to the Motherland and readiness for personal participation in ensuring national security. Therefore, it is important to create the necessary conditions for the qualitative selection of candidates for this activity, preferably with a high educational level and an active patriotic position. This level is completed based on the results of working out the employee's entry plan (the end of the probationary period) and the acceptance by the subject of the fundamental requirements and features of this activity.

At the second level (professional development), an employee "hones" his professional knowledge and skills, actively uses them in the course of professional activity, strives to increase career growth. The leading motive at this level is the need for career growth (promotion) and occupation of a more status position in the team and society. This level goes to a higher stage, provided that the subject reaches such a level of mastering the profession, when he applies elements of initiative and creativity in his work, is independent in choosing the most effective ways and means to achieve the goal, etc.

At the third level (professional skills), employee motivation reaches the highest level when the subject, along with constant personal improvement of his professional level (university studies, postgraduate studies, etc.), transfers personal experience and knowledge to other employees. It should be noted that the most important motivational result of the professional formation of an employee as a specialist in professions of the "man-man" type is his ability, along with his direct professional activity, to perform the duties of an educator and mentor of his (potential) subordinates [9].

Thus, an attempt has been made to reveal the specifics of the motivation of professional activity of employees of professions of the type "man-man" on the example of civil servants, to determine its essence and structure. All subjects of professional activity should have a clear understanding of the fundamental final goals that guide and strive for a particular society. The goals that an

employee of state structures must achieve are determined by the motivation of achievements and determine the social significance and purpose of their professional activities.

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