

HISTORY OF THE EMERGENCE OF SOCIAL AND PROFESSIONAL COMPETENCE

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ABSTRACT

The emergence of social and professional competence is a complex and long-term process in the history of mankind. These two concepts have developed over the centuries and have become important in expressing the role of people in society, their qualifications and skills in their work. Social competence and professional competence are a set of abilities necessary for the formation of a person as a person, finding his place in society, as well as achieving success in professional activities.

Keywords: Social competence skills, communication, society, personality, relationships, culture, groups.

INTRODUCTION

From the earliest stages of the formation of society, mankind was faced with such processes as interaction, understanding each other, cooperation. These processes are the roots of social competence. The emergence of social competence is associated with the regulation of the interaction of people, the acquisition of moral standards, communication skills and social abilities necessary for success in collective life. Thus, through the formation of human social competence, it was possible to effectively interact with different layers and groups of society. From a historical point of view, social competence has become more complex along with the development of societies. First of all, while people living in small groups and tribes followed simple rules in their relationships, the content of this competence expanded even more as the social structure of societies became more complex. The emergence of religious, cultural and political institutions, as well as the development of the educational system, greatly contributed to the formation and improvement of social competence. During this period, people learned how to behave as a member of society, how to deal with other individuals in society.

MATERIALS AND METHODS

And the history of professional competence is closely related to the professional aspects of human activity. Early humans were engaged in simple manufacturing activities, in which mainly manual labor and simple skills were sufficient. But the development of societies, the specialization of professions and the complication of production required professional knowledge and qualifications. On this basis, the concept of professional competence was formed. Professional competence includes such knowledge, skills and abilities that allow the individual to be effective in professional activities, solve problems and adapt to new conditions. In the Middle Ages, professional organizations appeared. They were engaged in improving the knowledge and skills of their members, controlling the quality of production, maintaining professional ethics. These organizations played an important role in the systematic formation of professional competence. As a result of their activities, specific professional norms and

standards have emerged, and professional commitment, responsibility, and ethical standards have also become components of professional competence.[1]

In modern times, professional competence has reached a new level. The development of technology and science has led to a change in professional activities. Now, it is not only traditional knowledge and skills that have become important, but also an innovative approach, the application of new ways to solve problems, as well as constant reading and self-development. Therefore, professional competence has become a process that requires constant updating and improvement. This made it possible for the individual to be competitive in the professional field. Social and professional competence is closely related, ensuring the success of an individual in society and its effectiveness in professional activities. Social competence gives the individual the ability to perceive, communicate and cooperate with various roles in society. Professional competence, on the other hand, represents the knowledge, skills and experience of the individual in the field of activity. These two competencies together serve the entire development of the individual, his success in life. Also, the development of social and professional competencies is one of the main tasks of the modern educational system. In the educational process, not only theoretical knowledge is formed, but also a culture of communication, cooperation skills and professional qualifications. This ensures that young people adapt to society, achieve high results in the professional sphere. At the same time, social and professional competencies of employees are an important criterion for employers, since they affect the improvement of performance and the collective environment.[2]

RESULTS AND DISCUSSIONS

Today, against the background of globalization, technological progress and social changes, social and professional competencies have become more relevant. Individuals must constantly update themselves, acquire new knowledge and skills, and quickly adapt to changes in the social environment. Competencies are necessary not only for personal development, but also for the well-being of society, economic growth and cultural progress. Social and professional competencies are important factors for the successful functioning and self-realization of an individual in modern society. Their development serves not only to ensure the success of the individual in the professional direction, but also to form abilities such as effective communication in the social environment, working in cooperation with others, solving problems and adapting to new tasks. Therefore, methods aimed at the development of social and professional competencies have become an integral part of modern educational and work activities. Today, various approaches and methods have been developed for the development of these competencies, each of which corresponds to the specific needs of the individual, the characteristics of the field of activity and the requirements of society. The widespread use of interactive teaching methods in the educational system, including group work, discussion of problem situations, role-playing games and project-based learning, contributes significantly to the formation of social competencies. These techniques teach not only to give theoretical knowledge, but also to ensure that the individual is active in relationships, to increase the culture of communication, to work in harmony with others. Trainings, seminars and master classes-one of the important tools in the development of professional competencies. Through specially prepared programs, the individual acquires practical skills related to his field,

assimilates new knowledge and increases the effectiveness of his work activities. In this process, active participation of participants is ensured not only in the form of a lecture, but also through interactive methods, group discussions, situational games. At the same time, psychological trainings, stress management, training aimed at increasing the culture of communication further strengthen the social competencies of the individual. Mentoring and coaching systems are also effective in developing social and professional competencies. The individual approach, orientation and assistance of experienced professionals to the individual ensures that the individual analyzes their activities, acquires new qualifications and further improves their existing skills. In the mentoring process, the individual develops not only in terms of professional knowledge, but also in terms of social communication and leadership skills. Internships and internships, on the other hand, are important in strengthening theoretical knowledge and enhancing practical skills. Real situations that arise during the work process allow the individual to apply learned knowledge, effectively solve problems and increase the experience of working with the team. This develops not only professional but also social skills, but also strengthens the individual's self-confidence.[3]

Self-assessment and reflection of an individual is also an important factor in the development of competencies. Analyzing one's own activities, learning from mistakes, identifying one's own strengths and weaknesses will serve the continuous growth of an individual. Through a reflective process, it develops new approaches to improve the efficiency of human activity, determines strategies for personal and professional growth. With the development of modern technologies, digital platforms, online courses and virtual trainings have become widespread. This opportunity allows the individual to study anywhere and at the time, acquire new knowledge and skills. Simulations and training in virtual environments, on the other hand, serve to enhance the practical skills of the individual by imitating complex work situations. Also, these techniques help to develop social competencies, in particular, the ability to solve problems, effectively communicate with others. Participation in collective projects, volunteering activities and participation in social initiatives are essential to increase the social competencies of the individual. Through these activities, a person develops skills to work in a team, lead, understand social responsibility, and collaborate with others. In addition, this process serves to improve the emotional intelligence of the individual and his relationship with others. The system of continuous professional development is also important. The opportunities for continuous learning and professional development in the professional field make it possible to acquire new knowledge, be aware of the innovations in the field and regularly improve their professional skills. This process serves to steadily develop the professional competence of the individual, to remain competitive in the modern labor market. Courses aimed at developing psychological trainings, stress management, effective time sharing, communication culture and other personal skills contribute to improving the social and professional competencies of the individual. These trainings serve to increase the self-awareness of the individual, ensure mental stability and increase productivity in work activities. The multidisciplinary approach, on the other hand, is based on the harmonization of knowledge from different fields.[3]

Combining knowledge in psychology, sociology, management, communication and other disciplines helps to more broadly and deeply formulate the competencies of the individual.

This approach allows the individual to think systematically and make effective decisions in complex situations. Human resource management methods in enterprises and organizations also serve to develop social and professional competencies. Skill development programs, assessment systems, incentive mechanisms ensure the constant growth and development of employees. These systems enhance the motivation of employees in the workplace as well as improving their professional skills. Thus, in the development of social and professional competencies, individual and group methods, traditional and innovative methods are used together. Their effective combination provides processes ranging from the self-awareness of an individual to the successful functioning of the modern labor market. Today, the development of these competencies increases the effectiveness of the individual's personal growth, relationships in society and professional activity. There are various methods and approaches for the development of social and professional competencies, which allow the individual to develop himself, acquire new qualifications and successfully integrate in society. When education, training, mentoring, practice, digital technologies, collective activities and other methods are used together, competencies of an individual are formed at a high level. This serves the sustainable development of society and the economy as a whole, not just at the individual level. Therefore, the constant development and improvement of social and professional competencies is a requirement of time. The role of education in the formation of professional competence is very important in modern society. At a time when technologies and work processes are rapidly changing in the world, there is a need for a person to constantly update his professional knowledge and skills. At the heart of this process is the educational system. Education serves not only to give knowledge, but also to prepare a person for professional activities, to develop and deepen his professional qualifications. Professional competence is a complex of knowledge, skills, qualifications and personal qualities that a person needs to effectively perform professional tasks in his field. In this respect, education is the main tool in the formation of professional competence.[4]

The educational process provides a systematic approach to preparing an individual for professional activities. From the beginning, students are given theoretical knowledge of the field, and later the skills of applying this knowledge in practice are formed. The combination of theoretical and Practical Knowledge increases the effectiveness of the educational process and strengthens the professional training of the individual. For example, in areas such as medicine, engineering, education or economics, great importance is attached not only to theoretical knowledge, but also to practical experience. This is one of the important indicators of an effective educational process. Modern educational systems serve to form professional competence, relying not only on traditional teaching methods, but also on innovative educational technologies. Interactive classes, project-based learning, simulations, and virtual labs teach students to think actively, creatively, and independently. These methods increase an individual's ability to solve problems, encourage responsibility and prepare them for a professional environment. There is also a strong emphasis on the development of social skills of students in the educational process. Teamwork, communication, leadership and management skills are also an important part of professional competence. The use of specific approaches and methodologies in the educational process further deepens the professional training of the individual. For example, through practical classes and internships, students

will have the opportunity to work in real working conditions. This makes it easier to apply theoretical knowledge to life and strengthens the individual's professional skills. The mentoring system, that is, the sharing of the experiences of experienced professionals, greatly contributes to the professional growth of students. The knowledge and skills acquired during the internship ensure the successful functioning of the individual in his field. The continuing education system is also important in the development of professional competence. Nowadays, knowledge in the professional field wears out very quickly, new technologies and methods appear constantly. Therefore, it is necessary for individuals to constantly retrain, participate in advanced training courses in order to renew their professional qualifications. Continuing education not only expands professional knowledge, but also increases the competitiveness of an individual in the professional sphere, ensuring his own work efficiency and professional satisfaction. The educational system also develops the ability of an individual to develop self-development in the formation of professional competence. Opportunities for individuals to independently learn, continuously update their knowledge, and apply it in practice are created through education. This increases the sense of responsibility in the individual, arouses the motivation necessary for professional growth. Thus, education is an important tool that not only gives knowledge, but also opens the way for the professional development of the individual. Another important role of education in the formation of professional competence is the development of social and cultural aspects of the individual. In the educational process, the individual is taught not only to professional knowledge, but also to moral values, to the culture of Labor and the rules of professional etiquette. This makes it possible for an individual to be more successful and stable in professional activities. Also, the skills of teamwork, effective communication with others will help build positive relationships in the professional environment, which will increase the efficiency of work. Currently, educational systems are trying to adapt to global standards in the formation of professional competence. Educational programs are developed on the basis of international experience and requirements, which expand the opportunities for individuals to work abroad as well. At the same time, cross-cultural competencies are also developed in various areas in modern educational systems, which increases the competitiveness of individuals in the global labor market. [5]

CONCLUSION

In conclusion, social and professional competencies are an integral part of the social life and labor activity of mankind. Their emergence and development are closely related to changes in society and economy at different periods of human history. Social competence is important in the management of an individual's relationships in society, in the performance of social roles, while professional competence is a key factor in achieving success in professional activities. In modern conditions, the development and constant improvement of these competencies is the main guarantee of personal and professional growth of a person. Thus, realizing the historical roots of social and professional competence, efforts to develop them serve the sustainable development of society and the full opening of human potential.

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