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THEORETICAL FOUNDATIONS OF SHAPING PROFESSIONAL SKILLS OF FUTURE SPECIALISTS IN THE FIELD OF CULTURE

Abstract: This article discusses the process of shaping the professional skills of students currently studying in the field of culture, i.e., future culture specialists, and enriching their professional foundation with theoretical and practical skills. It analyzes the processes of developing the necessary skills for studying professional activities in the field of culture, as well as the progression and improvement of this field.

Keywords: culture sector, professional skills, employee competencies, professional development, professional training, practice, pedagogy, national traditions, values.

The culture sector is a rapidly developing field on a global scale, requiring it to quickly adapt to changing social conditions and technological innovations. This, in turn, creates high demands for the professional skills and competencies of culture workers. Future specialists in the culture sector must receive relevant education and acquire both pedagogical and practical knowledge to apply high-level and modern approaches in their professional activities. Therefore, analyzing the theoretical foundations of shaping the professional skills of future culture workers and developing effective methods is of great importance.

We live in an era of rapid changes and innovations, and it is crucial that we make the most of the opportunities being created for young people in our country and contribute to these innovations. Indeed, today, the conditions are being created for us, as youth, to receive quality education and to become skilled professionals with a high level of competence. As a student currently studying in the field, I can confidently say that the current demand in the sector is the need for qualified, skilled, and creative professionals. Thus, by learning from our mentors, we can contribute to the development of the sector and create creative projects, fulfilling the trust our mentors have placed in us. The professional development of an individual has two aspects. The first is the internal aspect, which is related to the person's individual traits, and the second is the external aspect, which is determined by the social, economic, and historical conditions and goals of society.

Preparing future specialists for professional labor activities and shaping their ability to compete in the labor market is of paramount importance. This task is carried out within the framework of the educational process and the practice-oriented activities, taking into account the individual's needs, abilities, mental and physical capabilities, as well as the influence of social and ethnic factors. Such programs are being implemented at our Uzbekistan State Institute of Art and Culture. For example, every Saturday, we have the "Zokavat" intellectual game, as well as frequent competitions, projects, contests, and events. These activities help shape our speech culture, our sense of fashion (leader image), and encourage us to be examples of true etiquette, education, and upbringing.

To ensure the achievements of the culture sector are at a high level, it doesn't matter where we are, whether it is an educational institution or elsewhere, as long as we demonstrate our professional skills with enthusiasm and determination. This way, we can contribute to the development of the

sector. The concept of professional qualification is closely linked to professional skills, and it refers to the graduate of an educational institution possessing a high level of professional competencies and skills. It is reflected in the competitiveness of the individual in the labor market within their profession. Professional skills are defined by high adaptability, the ability to quickly absorb new knowledge, the capacity to adjust to new working conditions in a short period of time, and the ability to independently choose one's field of activity. To develop these qualities, we participate in projects, expand our knowledge, and improve our skills. We express our gratitude to our mentors who organize such projects, to our rector who provides us with opportunities, and to our national leader who includes youth policy in the state program and creates all the necessary conditions for us.

Professional skills and competence are traits of an individual that determine their success in life and work. Professional culture refers to the skilled actions or outcomes of labor activities based on acquired knowledge and experience, which are recognized as a social phenomenon that can evoke pleasure in others. A person's professional culture encompasses knowledge, skills, abilities, moral and aesthetic development, worldview, the methods and forms of interpersonal communication, and the degree of talent development. This human potential is realized through their activities in the professional sphere. It is well-known that the professional skills of a psychologist are closely related to pedagogical skills. Therefore, it is crucial to understand what pedagogical skills involve. Skill (the term "skill" refers to proficiency, mastery, dexterity) means performing a task or activity at a high level, without difficulty, and with exceptional proficiency.

Professional skills are formed in the pedagogical process, which involves establishing both professional and personal readiness. This process aims to prepare future specialists for labor and life, serving to train experts who are responsible to the state, society, nation, and future generations. Besides the primary components of professional skills, there are also professional traits in the system of professional competence, which include the following examples. Based on the thoughts mentioned above, it can be said that professional competence consists of certain preparatory processes. As future professionals, we are in these preparatory processes, committing ourselves fully and with great enthusiasm to shaping our professional skills.

In today's context, where innovative technologies are widely applied in production and services across all sectors, including the culture sector, every leader and employer prefers to work with highly qualified professionals. Highly skilled staff are the guarantee of quickly and efficiently solving assigned tasks. This is especially true in the culture sector, which demands comprehensive expertise. Day by day, mass culture is entering our society, which creates a gap in the consciousness of our youth. Therefore, promoting our national culture, traditions, and values in society, as well as enriching the spiritual, moral, and material consciousness of young people, requires that we, as future culture specialists, possess great talent, professional skills, and in-depth knowledge.

In modern conditions, the market economy demands the preparation of specialists with high professional skills. This sets a challenge for vocational education institutions to train highly qualified personnel, instilling a creative attitude towards work, and improving vocational training. The primary goal of vocational training is to shape professional skills in students within a particular profession or specialization. We can highlight the following indicators or criteria that help to reveal the essence of the concept of professional competence:

- **Work Quality:** This refers to meeting technical requirements in the results of the work; its compliance with established standards and norms; and obtaining positive results.
- **Professional Independence:** This refers to the ability to independently choose a method of work that ensures high quality and productivity. It involves solving problems independently in work situations, making correct decisions, and implementing self-control and management in the workplace.
- **Work Culture:** This includes the ability to plan one's work and work habits, the use of optimal methods and techniques, and the ability to apply modern equipment and technology effectively.

These qualities of professional competence are crucial for future professionals, especially in fields like culture, where high standards of creativity, adaptability, and innovation are constantly required. Thus, developing and enhancing our professional skills through education, practice, and continuous self-improvement is essential for contributing to the advancement of the field. In the context of professional activity, the application of knowledge and skills, proper organization of the workplace, adherence to labor safety regulations, and the overall approach to labor are key factors in shaping a successful professional. This includes striving to improve work organization methods, introducing innovative tools, taking leadership, and continuously searching for scientific solutions and inventions. These elements must be fully developed in future professionals to ensure their competence in the workplace.

The activity and engagement of students in the production process are essential indicators of their level of knowledge, skill, and talent. This involves the ability to analyze the external indicators of a particular process, assess them, and make decisions based on the analysis, adjusting their actions as needed. The ability to adapt and operate with mastery in changing conditions is crucial for a successful career.

In the system of professional competence, pedagogical tact—essentially the skill of guiding individuals according to pedagogical goals and employing appropriate actions—is a critical component. Pedagogical skills enrich the professional characteristics of workers and lead them toward mastery. Professional competence is not an innate or hereditary trait but rather the result of exploration, creative labor, and ongoing development. At its core, professional activity in any field, including pedagogy, involves creative labor. For example, in pedagogical practice, the essential quality is mastery. Despite the variety of definitions of pedagogical competence, all of them express different aspects of this skill, ultimately emphasizing that it is rooted in the art of teaching and nurturing.

It is important to note that professional skills do not develop passively but are shaped over time through learning, acquiring knowledge, self-improvement, research, participating in various events, creating innovative works, promoting national culture, and serving as role models for younger generations. These processes contribute to the development of professional competence in future culture professionals, and it would not be an exaggeration to say that they are fundamental for shaping their skills. The analysis of theoretical foundations for shaping the professional skills of future culture professionals focuses on developing the necessary knowledge and skills for the successful implementation of their professional activities. The article emphasizes the importance of effective pedagogical methods and educational programs for shaping professional skills in the culture sector. The role of practical training in the education process and the need for enhancing professional competencies are also highlighted. Moreover, the application of modern pedagogical approaches is

crucial for the development of professional competence. Integrating diverse teaching methods in educational systems is vital for the advancement of skills in future specialists. This, in turn, leads to the growth and development of the culture sector in the future. The role of theoretical knowledge in the formation of professional skills in the culture sector is of immense importance. Culture is not merely an art, music, or literature-based field but rather a complex system that encompasses various social, cultural, and aesthetic processes. Therefore, theoretical knowledge serves as the foundation upon which the professional skills of culture specialists are built.

1. **Foundation for Professional Development:** Theoretical knowledge provides future specialists with a comprehensive understanding of cultural processes and frameworks. This knowledge forms the foundation for developing practical skills that are essential for their professional activities in the field of culture.
2. **Enhancing Creativity and Critical Thinking:** Theoretical knowledge enhances the creative potential of future professionals, encouraging them to approach their work with innovative and critical thinking. It helps them make informed decisions, integrate new concepts into their practice, and adapt to the dynamic nature of the culture sector.
3. **Guiding Practical Application:** While practice and hands-on experience are essential, theoretical knowledge serves as a guide for their practical application. It equips future specialists with the necessary tools to interpret, analyze, and solve problems in their professional activities. This theoretical grounding is crucial for developing the competence to lead projects, contribute to cultural innovation, and promote cultural values effectively.

In conclusion, the theoretical foundations of professional training in the culture sector play a crucial role in shaping the skills, competencies, and creativity of future specialists. This knowledge base supports their growth, enabling them to meet the evolving challenges of the culture sector and contribute to its advancement. Therefore, integrating strong theoretical components into educational programs and ensuring the continuous development of theoretical understanding will significantly enhance the quality and impact of professionals in the culture field. Theoretical knowledge forms the primary scientific foundation for shaping professional skills in the culture sector. For culture professionals to perform their duties effectively, it is essential to understand and analyze their activities from a theoretical perspective. Disciplines such as cultural studies, aesthetics, anthropology, history, and psychology enable cultural workers to deepen their understanding of the social and cultural context of their work. These fields of knowledge allow for the analysis of cultural processes and the application of modern approaches to these processes.

In shaping professional skills in the culture sector, theoretical knowledge serves as the core source for developing modern pedagogical methods and techniques. Pedagogical research aids in the creation of effective strategies for professional training, ultimately leading to improvements in the educational process. This, in turn, provides students with the opportunity to apply practice-based methods to develop their professional competencies. In the face of social and technological changes, future specialists in the culture sector must develop new approaches grounded in theoretical knowledge. For instance, in fields such as the cultural industry, digital culture, and entertainment, it is vital to observe trends and apply modern technologies based on theoretical knowledge. Theoretical understanding helps in grasping new innovations and applying them effectively in practice.

Moreover, cultural professionals must apply critical thinking and analysis in their work. Theoretical knowledge plays a crucial role in this process, as it enables specialists to analyze cultural phenomena, artworks, or social and cultural processes with depth and understanding. Critical thinking, which also fosters openness to new ideas, problem-solving, and striving for improvement, is one of the essential qualities developed through theoretical education. For professionals in the culture sector, understanding professional ethics, moral standards, and cultural responsibility is of great importance. Theoretical knowledge, especially through the study of culture and social issues, helps in understanding the significance of professional ethics. Cultural workers need to focus not only on the technical and aesthetic aspects of their activities but also on social and cultural responsibility. This responsibility is critical in ensuring that their work reflects ethical values and contributes positively to society. Theoretical knowledge also provides the knowledge base necessary for developing professional skills. Cultural professionals must develop practical competencies in areas such as creating artworks, organizing cultural events, or creating content on social media platforms. To enhance these skills, theoretical knowledge, such as design theory and communication theory, serves as a crucial foundation.

Theoretical knowledge is essential in the formation of professional skills in the culture sector. It helps professionals not only understand the theoretical foundations of their work but also execute their activities effectively. By applying pedagogical and scientific approaches in practice, theoretical knowledge enables culture professionals to develop the skills and competencies needed to meet the modern demands of the field. This, in turn, contributes to the development of culture as a sector and the success of its professionals. In conclusion, the importance of theoretical knowledge in shaping professional skills in the culture sector cannot be overstated. It provides the necessary framework for understanding and improving practical activities, guiding professionals to navigate the evolving challenges of the cultural landscape. The integration of modern theoretical knowledge into educational systems and its application in practice will ensure the continuous growth and success of the culture sector.

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