

# Factors of Formation of Pedagogical Competence in Teachers

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## ABSTRACT

This article talks about the factors of formation of pedagogical competence in teachers, the manifestation of modern teacher competence in the era of globalization, the aspects that should be paid attention to in order to develop the competence of pedagogical experts.

**KEYWORDS:** competence, humanitarianism, communicativeness, pedagogical skill, professional skill, intellectual potential

## Introduction:

The strategy for conducting psychological and pedagogical skills in the training of pedagogical personnel serves to increase the professionalism, spiritual image, intellectual potential of teachers, to ensure continuity and continuity between the stages of Education based on the current state of spiritual and educational work. Because pedagogical skill and pedagogical competence determine the subject's personal and professional qualities, help his creative development, and serve as a means of increasing the success of the pedagogical team. "The preparation of teachers in pedagogical universities, faculties and departments is an extremely important attitude to future work, as well as to the confidence of future teachers" (Doncheva, J., 2015).

## DISCUSSION

In today's globalized world, rapid adaptation of the state to the conditions of the international competition process is the main factor of its successful and stable development. In this regard, the main advantage of highly developed countries is that the state of the educational system depends on the availability of personal development opportunities. The factors that ensure the stable economic growth of the state today and in the future depend on the development of the education sector and the training of pedagogical personnel. "Historical-pedagogical retrospection from teaching systems and methods to electronic-based forms of distance learning show dynamics and continuum in relation to modern learners and trainers, teachers" (Doncheva, J., 2014).

We must pay attention very briefly, here we will only mark Cross-Cultural and Ethnic Psychology as a Social Psychology Problem. In subsequent publications, we will develop the topic in detail. Jumaev, Ulugbek Sattorovich, Julia Doncheva (2023). Teaching is a profession that has been respected since the beginning of the history of human society, and at the same time, it has always been worthy of attention and respect from society and the public. From this point of view, the factors that ensure the stable economic growth of the state today and in the future are directly related to the development of the education sector.

In today's globalization period, the competence of modern teachers is reflected in the following:

- humanitarianism;
- communicativeness;
- professional independence, hard work, emotional stability, creative approach to one's work;
- rational use of pedagogical techniques and technologies;
- improvement of speech technique, control of one's voice, facial expressions and body, ability to influence the team and the individual;
- to be aware of the problems of modern science and production, pedagogy, information and high-level technologies and to implement the necessary ones in the educational process, etc.

Pedagogical skill and competence is the theoretical level of the professional skills acquired on the basis of flexible skills and creativity in a certain field, acquired through experience. Such qualities serve in the formation of professional pride in the process of instilling respect for the chosen profession of young. In this regard, it is important for the teacher-educator to be a master of skills in raising a mature generation. "In order to achieve successful socialization and social integration for every child and student, it is formed through key social competences and (soft) skills" (Doncheva, J., 2023).

Pedagogical skills and competence are used to give a description of the profession, to acquire the mastery level in the educational process, and to describe the professional qualities in the performance of a certain task in the educational process.

Pedagogical skill and competence require the teacher to research, skill - to be able to use pedagogical technologies, to organize his activity on a scientific basis. Thus, the multifaceted activity of the teacher and his ability, being an excellent artist and selfless, and the issue of educating young people as a well-rounded person is one of the urgent issues at the level of state policy, so teachers should acquire pedagogical skills and competence.

Therefore, pedagogical skill and pedagogical competence are not a standard way of working for all pedagogues, but it is a process that occurs as a result of each teacher's work and creative work. Shu jihatdan olganda, pedagog mutaxassislarining kompetentligini rivojlantirish uchun quyidagilarga e'tibor berish kerak:

- active formation of moral and moral qualities of a person, organization and implementation of the educational process in a pedagogically integrated way in further practical activities in connection with the principles of pedagogical technologies;
- to be able to set the educational goal of training based on the technological approach to education, plan pedagogical activities;

- modeling of practical exercises, being able to predict the possibilities of overcoming difficulties, developing a strategy for correcting mistakes;
- acquisition of modern integrative, cognitive activity management methods of education, which help in all-round development of the learner's personality, "live", creative organization of the educational process;
- effective use of various methods and tools for diagnosing the quality of teaching and education in relation to the new requirements of educational standards and one's own needs, in addition, acquiring the skills of independent creation and control of new methodological ways;
- regularly reading new literature on pedagogy and psychology;
- using advanced pedagogical experiences and modern achievements of the science of pedagogy in practice, to carry out spiritual, educational and educational work that forms a creative, independent thinker and a well-rounded person in all respects.

In this case, the activity of the teacher is expressed in the following:

- self-development;
- building educational activities based on advanced technologies;
- creating a basis for mutual cooperation between teachers and students;
- ensuring the acquisition of the direction of research based on the students' internal motivation of educational activities and others.

Pedagogical activities imply three types of pedagogical influence on students: what to teach, who to teach and how to teach? Therefore, a skilled teacher can improve learning by selecting material from the subject and dividing it into groups, realizing the available opportunities of students, the general goals of education, and rationally choosing the forms, methods and methods of influencing students, and should apply. Naturally, a skilled teacher analyzes his personal activity. During the work, it is very important to take into account the personal work and time spent by the students, to be able to see the places where there are shortcomings in the work and choose ways to eliminate them, to analyze one's own experience and the work of colleagues. If all the listed components of pedagogical activity are present, then it can be considered psychologically complete and mature.

To develop pedagogical competence, setting pedagogical tasks and goals during the activity, changing it, comparing and classifying pedagogical situations, making decisions, pedagogical thinking and pedagogical intuition, analysis, evaluation, self-correction, pedagogical reflection and others embody important professional qualities.

The development of pedagogical competence is directly related to the changes, motives, goals, use of new tools, methods and activity program that occur in its activity. A teacher's activity is formed on the basis of various pedagogical changes. A teacher with pedagogical skills is an influential leader who is able to overcome the difficulties of upbringing, a person who can understand the inner world of the growing younger generation, feel their feelings, skillfully approach the person of a child whose inner world is delicate and weak, has wisdom and creative boldness, scientific analysis, imagination and fantasy, deep scientific thinking.

Pedagogical skills include pedagogical knowledge and understanding, as well as skills in the field of pedagogical techniques, which allow to achieve more results with less effort in education.

Pedagogical skill and competence require from the teacher unusual strength, perseverance, diligence, striving to conduct research, a new situation, adaptability to the new team, sincerity, correctness and honesty, sharp intelligence, the skill of testing one tool with another.

As we have already mentioned, pedagogical competence is the art that is the basis for constantly raising and improving the work of education and training, which is unique to every teacher and educator. This art is characterized by regularly regulating, controlling and raising the knowledge of one's work. The most important thing in it is the effective use of pedagogical and psychological theories.

The first condition for the formation of the teacher's pedagogical competence is activity. After all, activity is the leading factor in the acquisition and improvement of pedagogical competence. In the process of work, research, i.e., in the process of practice, achievements are achieved and skills are achieved. Every teacher who tries to learn the secrets of professional skill must first of all strive to have the pedagogical knowledge and information that he must acquire, try to clearly imagine all aspects of what he is doing and assess the results, try to understand the essence of the mistakes and shortcomings that he has made. These situations are necessarily realized through activity. The teacher's pedagogical activity plays a key role in acquiring pedagogical competence. Pedagogical competence is inextricably linked with pedagogical activity. Therefore, before revealing the essence of the process of formation of pedagogical competence, we believe that it is necessary to think about the pedagogical activity to a certain extent. Because the teacher's professional skills are acquired through work, and work is one of the components of activity (studying, social work, games, sports activities, etc.). Based on this, pedagogical activity is a set of perspectives, technology, tasks and influencing methods of teacher's work.

The formation of pedagogical competence in order to master a particular field perfectly, to have full access to theoretical, practical information, to work tirelessly on professional training, and to become a unique, unique, skillful master of professional pedagogical labor, it is necessary to educate the teacher – educator with inspiration, creativity and confidence in his own strength. This is the power that creates inspiration, creativity, and confidence, and fully utilizes its potential. Establishing the activity, managing it, implementing it, teaching, training, raising the level of education, and implementing it is ensured. Therefore, pedagogical activity plays an important role in the formation of pedagogical competence.

## RESULTS

"Principles of training in line with the new thinking and action every trainer and teacher must keep in mind, take into account, act in the direction of modernity" (Doncheva, J., 2017). The educational process is a complex pedagogical system. It has its own tasks and problems. Their optimal solution consists of many factors, the most important of which is the teacher's professional skills. Professional skills are acquired through research, observation, constant study of experiences, repetition, writing, thinking and reaching certain conclusions. The experience of our ancestors,

theoretical information, and the practical activities of the educational institution show that regular learning, practice, repetition, drawing conclusions, and being able to analyze the conclusions lead each profession holder to the ladder of skill.

In order to improve pedagogical competence, first of all, it is necessary to be armed with the scientific-theoretical foundations of the educational subject, to acquire its methodology, to understand and realize the goals and tasks of education in demand of the time, to have computer literacy, to be able to clearly plan the activities of independent learning, to be the owner of pedagogical thinking, to acquire pedagogical techniques, to have social activity and methodical culture, and other information is necessary. Every young teacher, who is starting his pedagogical career, should first of all take care of the formation and improvement of his professional skills, he should not be afraid of the difficulties encountered on the way, he should not be confused.

## CONCLUSION

“Teachers, trainers, must observe the rules of correctness, of stimulating the student, of the trainees, so that there is development, that there is progress, and not that we have marked yet another topic or lesson as checked off, without knowledge, without understanding. It is only on the basis of understanding that there is subsequent development and application of what the students have learned. Without understanding there is no application, no practical application of what has been learned. The responsibility of teachers, professors, trainers is in conscientious, responsible, systematic and in-depth teaching of the educational material” (Doncheva, J., 2016a, 2016b). The noted areas of improvement of pedagogical competence, first of all, help to improve the skill of the teacher-educator, secondly, organizing the teacher's educational work on the basis of new pedagogical ideas gives a great opportunity to improve his professional qualifications. For example, constant training is important for improving education and improving skills.

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