

Approaches to the Problem of Choosing a Profession

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ABSTRACT

The article is devoted to approaches to the problem of choosing a profession in psychology. It also highlights the importance of choice, the psychological aspects of choice, advanced psychological concepts related to the problem of choice, the role of personality traits in career choice and personal development.

It is known that nowadays issues such as career choice, career guidance, and psychological assistance to people are one of the urgent tasks facing the science of modern psychology. In essence, choosing a profession is not just an action, but a multi-stage psychological process, the duration of which is inextricably linked with the subject's external conditions and individual characteristics. That is, this means that choosing a profession is inextricably linked to the individual characteristics of each person and society's need for personnel, requirements for modern specialists, professional self-determination. Therefore, scientific-practical study of psychological issues of the phenomenon of career choice, determination of psychological factors affecting career choice, determination of the role of individual psychological characteristics of a person in career choice, methodological justification of personality characteristics specific to career choice, in the field of psychology of our country is one of the main issues waiting for a scientific solution. In our opinion, the unreasonable and incorrect choice of profession by young people begins to manifest itself in the initial period of starting studies in educational institutions. And it is natural that this will have a big negative impact on the effectiveness of education later.

According to some studies, about 40% of students of first-level vocational educational institutions are not satisfied with their chosen profession, 10-12% want to return to high school, and up to 60% of senior students of higher educational institutions later it was found that they do not want to work in their chosen specialties. So, most of these young people chose their profession with the recommendations of their friends, relatives and parents. However, choosing a profession is inextricably linked with a person's interests, aspirations, motives, individual-psychological characteristics, behavior, temperament, character, etc. Therefore, this issue is being studied as an actual problem in the science of psychology. When viewed from a psychological point of view, the scientific research of the problem of choosing a profession is

considered a very complex task, in which it is necessary to take into account the entire internal capabilities of a person and many competencies that determine the direction of the profession.

There are two components to the study of the phenomenon of career choice, that is, one is the person choosing a career, and the other is the career being chosen. These two contents create unique difficulties in studying the problem. Because choosing a profession here is not just crossing the path of life, but a complex process of experience based on certain psychological laws. Also, there are many studies on the problem of choosing a profession, each of which puts forward its own ideas. There are two important aspects of situations that lead to career choice: - a sufficiently developed system of abilities and interests; - Desire to test one's strengths and gain personal experience, etc. In fact, the choice of profession is more closely related to the system of human abilities and interests, and this situation is characterized by the opportunities of the child during the school period. That is, if the child has a lot of achievements in any subject, it means that he can work successfully in professions related to this field. In addition, the knowledge and experience gained in the field of science creates an opportunity for teenagers to test their experience in a profession later. In contrast to the above, professional self-image has the following psychological aspects:

1. Increasing the adolescent's dependence on living conditions and expressing their desires;
2. Sufficiently developed independence and determination in the person.

Here, the unique character logical features formed in the personality of a teenager are taken into account. In notable studies on the problem of choosing a profession, problematic situations that arise when choosing a profession are divided into the following: 1. Low self-esteem, weak inclination to the profession, difficulties in making one's own life plans; 2. Excessive self-esteem, not knowing or recognizing one's true potential in a subject; 3. Inconsistencies between the desired profession and the abilities to achieve it, etc. Interesting and noteworthy studies on the issue of choosing a profession can also be seen in the works of foreign researchers. Among such approaches, the "Scenarios" theory of the American psychotherapist E. Burn can be taken as an example. The essence of this theory is that the first examples of career choice and professional behavior begin in childhood. According to E. Bern, people learn life scenarios before the age of six. That is, clear advantages are shown in relation to situations such as life situations and life issues, choosing a profession, starting a family. However, it is wrong to look at this phenomenon from a genetic point of view. Because the script experiences formed in a person are unconsciously developed by people or through the influence of some close ones. In addition, the theory related to determining the reasons for a person's professional maturity and career choice is D. Super's "Professional Development" theory. According to this theory, professional self-awareness determines the correct direction to the profession. In this case, a person determines his opportunities depending on the nature and attractiveness of the professions. That is, such young people can foresee their future path and goals. In his theory, D. Super highly appreciates the role of talent, special abilities, and professional reflection in choosing a profession. Professional self-determination is based on the above-mentioned psychological factors. And it always shows a person's inclination towards a profession. The initial ability shown in the child later becomes a skill through special conditions. The next stage of development of abilities is the psychological basis of talent manifestation. Therefore, when studying the problem of choosing a profession, it is necessary to take into account the human talent, the type of ability in it, and the processes of self-realization. One of the famous theories about professional direction and professional self-determination is D. Holland's typological theory, which was developed in the 70s of the last century. According to this approach, the phenomenon of choosing a profession is inextricably linked with the typological characteristics of a person, and according to it, a person makes his professional choice according to which type he belongs to. According to Dj. Holland, 6 typological types of people are distinguished in the case of choosing a profession:

- ✓ Realistic type;
- ✓ Researcher type;
- ✓ Artistic type;
- ✓ Social type;
- ✓ Entrepreneur type;
- ✓ Normal type.

The above-mentioned types are the product of various cultural, personal, and social environment influences, which are formed through parents, social groups, heredity, educational environment, etc. All the mentioned psychological factors ensure the tendency of a person to the profession and the dynamics of its further development. And finally, a person begins to describe himself in a professional direction. There is another approach to the issue of career choice and professional self-awareness, and this theory belongs to F. Gersberg. This theory was recognized by many foreign researchers in the 50s of the 20th century, and is still recognized as the most appropriate approach capable of studying the problem of career choice. F. Gersberg, trying to prove his ideas in a practical way, conducts research on 200 engineers and workers. The purpose of the research is whether employees are satisfied with their work or do they always have a desire to work in other fields? was to get answers to questions like According to Gersberg's conclusions, there are two types of psychological factors in choosing a profession, i.e. hygienic and motivational factors. The first factor is the loss of dissatisfaction with the profession among workers. That is, it includes working conditions, support, attention given to workers, health of workers, good salary, correct management policy in the organization, positive interpersonal relationship in the work environment, etc. satisfaction is important. If these factors are not taken into account in time, a person will experience a sense of professional exhaustion and professional dissatisfaction, which will later negatively affect work productivity. The second factor is the motivation factor, in which continuous success in the work environment is associated with promotion and activities, a sense of responsibility, opportunities for self-development, etc., and it does not carry much risk. However, increasing the work motivation of workers is inextricably linked with their support work. It is also characterized by motivational freedom of choice. In some psychological literature, the theory of "decision-making" related to the choice of profession is also noted, according to which professional self-determination is considered as the basis of the subject's development process. In addition, in the theory of decision-making, the interests and directions of a person are taken into account more. Choosing a profession is a social phenomenon determined by the social characteristics of the profession. In essence, the phenomenon of choosing a profession is related to the past experience of each person, which ultimately combines with future plans and forms a general model of the image of the individual.

In this approach, many social and psychological factors affecting the choice of profession are taken into account, and they are recognized as factors that determine the past and future path of a person. At this point, it is appropriate to analyze the content of the approach put forward by the Russian psychologist Ye.A. Klimov. The author identified a number of psychological factors that cause the choice of profession and developed their unique classification. The position of the family - according to this, parents often do not give their children complete freedom of choice in choosing a profession. That is, they prefer to direct their children to the field of their choice. As a result, parents themselves begin to direct their children to choose a profession. In this case, the interests of children are not taken into account at all. This is more common in families with good jobs. Parents see their children as successors of their work. However, the child wants to choose a different field altogether. Later, the child relies on the support of his parents in choosing a profession and begins to forget his interests and professional motives. Choosing such a profession prevents the fulfillment of the child's wishes and desires throughout his life; The

influence of peers - the actions of peers are also considered important in the motivations of teenagers to choose a profession, and this process goes by observing the successes and actions of others, in which a teenager can choose the right professional path for himself; The influence of school teachers - i.e., subject teachers, class leaders always monitor the students' opportunities, cause them to further develop their interests and inclinations; Professional and life plans - a person's ideas about the near and distant future play a very important role for his behavior and life. Professional plan or goals are realized with the help of intellect, mind, character, temperament, etc., and it happens in a unique way in each person; Abilities and their manifestation - the abilities of older students should be taken into account not only in their studies, but also in relation to all other types of social activities; Acceptance of social requirements in society; Full knowledge of a certain profession; Aptitude or aptitude for a profession. From the above classification, it is known that in the process of choosing a profession, human abilities and opportunities, requirements for a profession in society, professional position, peer and school environment, social activity, and the ability to psychologically control oneself are also factors in a person's professional choice. gives a wide opportunity for the realization of dreams. In conclusion, the problem of choosing a profession will always remain a psychological issue. Because society and its spheres are fundamentally changing. This requires the implementation of new scientific research on this problem.

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