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WORKING WITH MULTILEVEL ESP GROUP STUDENTS

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ANNOTATION

ESP stands for "Working with multilevel ESP group students" and refers to the teaching and learning of English for a specific purpose or field, such as business, medicine, or engineering.

Heterogeneous and Homogeneous groups

Heterogeneous groups are “groups containing students of different ability levels” (Richards, 2002, p. 1).

Homogeneous groups are “groups composed of students with similar abilities” (Richards, 2002, p. 1).

Glossary:

cross-ability learners (varying degrees of ability or competence)

groupings (ways of putting students together: cross-ability, like-ability, special needs, compatibility)

like-ability groups (groups of students working together who share similar levels of ability or competence)

multi-level groups (learn and study together in one room, despite having varying levels of abilities)

Understanding multi-level groups

Characteristics of **Heterogeneous** Groups

- Diverse language proficiency levels
- Varied educational backgrounds
- Different learning styles and preferences

Characteristics of **Homogeneous** Groups

- Similar language proficiency levels
- Common educational backgrounds
- Consistent learning styles and preferences

Problems in teaching multilevel student groups

- Individualized needs may be challenging to address
- Pace variations among learners
- Potential frustration and demotivation for lower-level students
- Assessment difficulties

Advantages of teaching multi-level students groups

“Sometimes it is hard to believe that there are advantages to a multilevel class, but in fact there are some, and it is our job to make the most of them” (Bell, 2004, p. 28).

- **Increased diversity of perspectives** (learn from each other’s unique experiences)
- **Opportunities for peer learning** (mentoring and supporting)
- **Real-world simulation of workplace diversity** (diverse professional environments)
- **Enhanced motivation through collaborative learning** (a sense of community and shared goals)

Using multilevel student groups as an advantage

“Do remember to share the load with your students. As they bring so much to the classroom: they can understand to challenges you face, contribute to solutions, and cooperate in ways that will really help you, if you encourage to do so” (Bell, 2004, p. 28).

- Implementing peer-assisted learning strategies
- Promoting a supportive learning environment
- Encouraging collaboration and teamwork
- Fostering a sense of community within the class

Tips on how to teach multilevel student groups

- Effective strategies include:

Differentiated instruction techniques (tailoring teaching methods)

- Flexible lesson planning and pacing (adapting to the varied learning speeds and needs of students)
- Incorporating various learning modalities (addressing varied learning styles)
- Regular assessment and feedback to guide instruction (Continuous assessment and feedback)

Adapting authentic materials for low-level students

Practical methods include:

- Simplifying language without compromising content
- Providing additional support materials, such as glossaries and summaries
- Breaking down complex concepts into manageable chunks
- Incorporating visuals and multimedia to aid comprehension

Online Tools for Adapting Authentic Materials

www.rewordify.com

Free, online software that improves reading, learning and teaching. This site can:

- Simplify difficult English
- Teach words
- Save time and engage learning
- Improves learning outcome

Let's check what it does and how it works

Original text: Chemists make device to destroy planet-warming methane pollution (snexplores.org)

Enter English text or a web page to simplify:

Now, scientists have found a new method to quash that gas. The approach could slash emissions from places like livestock barns and landfills – and bring the planet one step closer to slowing global warming.

Methane is a carbon atom bound to four hydrogen atoms. A single molecule of it is 80 times better at trapping heat in the atmosphere than a molecule of carbon dioxide. That's why cutting methane emissions is a key step to decarbonization – and cooling Earth's climate.

Rewordify text

Results

The screenshot shows the rewordify.com interface. At the top, there are tabs for 'Rewordified text', 'Stats', 'Show stop', 'Vocab lists', and 'Parts of speech'. A dropdown menu for 'quash' is open, showing a speaker icon and the text 'Log in to save & learn this word!'. Below the tabs, the original text is shown with highlighted words: 'quash', 'slash', 'emissions', 'livestock barns', 'landfills', 'global warming', 'Methane', 'carbon atom', 'hydrogen atoms', 'molecule', '80 times', 'trapping heat', 'atmosphere', 'carbon dioxide', 'cutting methane emissions', 'decarbonization', and 'cooling Earth's climate'. The reworded text is shown below, with 'quash' replaced by 'stop', 'slash' by 'things sent out or given off', 'livestock barns' by 'farm animals', 'landfills' by 'places where garbage and trash are dumped', and 'global warming' by 'worldwide warming'. A word definition for 'cutting' is shown in a green box, listing its adjective and noun meanings.

quash

Rewordified text Stats Show stop Vocab lists Parts of speech

Log in to save & learn this word!

Now, scientists have found a new method to **stop** that gas. The approach could slash **(things sent out or given off)** from places like **farm animals** barns and **(places where garbage and trash are dumped)** – and bring the planet one step closer to slowing **worldwide** warming.

Methane is a carbon atom bound to four hydrogen atoms. A single molecule of it is 80 times better at trapping heat in the atmosphere than a molecule of carbon dioxide. That's why cutting methane **(things sent out or given off)** is a key step to decarbonization – and cooling Earth's climate.

cutting

Adjective:

- (cutting; raw) unpleasantly cold and damp
- (keen; knifelike; piercing; stabbing; lancinate; lancinating) painful as if caused by a sharp instrument
- (edged; stinging) (of speech) harsh or hurtful in tone or character

Noun:

Tips:

- ▶ Click the highlighted words to learn them and hear them. Click the non-highlighted words to learn them and hear them.
- ▶ Change how you learn on the [settings page](#). Also, you can print [vocab lists](#), [quizzes](#), and [flashcards](#).
- ▶ When you log in, everything you rewordify is [auto-saved and can be easily shared](#).

Assessing multilevel groups students

Tips to conduct assessments that accommodate diverse language proficiency:

- Use diverse assessment methods (catering to different learning styles and language skills)
- Flexible assessment criteria (considering the diverse abilities of the students)
- Differentiated tasks (designing multiple versions of a task)
- Adapted authentic materials (easifying and simplifying)

Conclusion

Teaching multilevel groups is not a problem to be solved but an opportunity to develop a dynamic and inclusive community-style classroom where diverse perspectives and collaborative learning are fostered.

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O‘ZBEKISTON RESPUBLIKASI QONUNCHILIGIDA AYOLLAR HUQUQLARI

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ANNOTATSIYA

Ushbu maqola O‘zbekiston Respublikasida ayollar huquqlarini himoya qilish va uni jamiyat hayotida tutgan rolini oshirish, shuningdek, Gender tenglikni o‘rnatishga qaratilgan islohotlar hamda amalga oshirilayotgan tadbirlar o‘z aksini topgan.

***Kalit so‘zlar:** Gender tenglik, ijtimoiy himoya, harakatlar strategiyasi, ayollar huquqlari, qonuniy manfaatlar, ijtimoiy imtiyozlar.*

KIRISH

Ayollar va qizlar yer shari aholisining teng yarmini tashkil qiliadi. Bu sayyoramiz salohiyating teng yarmi deganidir. Ya‘ni, insoniyat hayotida nimaiki sodir bo‘lsa yo bo‘lmasa, uning yarmi ayollarga bo‘g‘liq-ularning ishtiroki yo ishtiroksizligiga. Shu sababli ham ayollar huquqlarini ta‘minlash va gender tenglik masalasi insoniyatning muhim vazifalaridan biri sanaladi. Zero, bu jamiyatda tinchlik, uyg‘unlik, insoniy potentsiallik to‘liq amalga oshirishi va barqaror rivojlanishiga doir masaladir. O‘zbekiston Respublikasida ayollar huquqlarini ta‘minlashga qaratilgan zarur chora tadbirlar ko‘rilmoqda. Binobarin, bu yuritilayotgan imkoniyatlar jamiyatda ayollarning o‘z o‘rnini topishiga ko‘maklashdigan, yuksak marralarni zabt etadigan teng huquqli jamiyat qurishning mustahkam poydevori bo‘lib xizmat qilmoqda. Xotin-qizlarni ijtimoiy himoya qilish tizimini yanada kuchaytirish, ularning salomatligini mustahkamlash, qizlarning ta‘lim-tarbiya olishi uchun zarur shart-sharoitlarni yaratish, iqtidorli va bilimli qizlarni tarbiyalash hamda xotin-qizlarning huquq va qonuniy manfaatlarini himoya qilishning huquqiy asoslarini takomillashtirish maqsadida Milliy Markaz tashkil qilindi. Uning maqsadi: xotin-qizlarning salomatligini mustahkamlash,

onalik va bolalikni muhofaza qilish choralarini kuchaytirish; xotin-qizlar orasida tazyiq, zo'rovonlikka uchrash hamda odam savdosining qurboni bo'lish holatlarining oldini olish; xotin-qizlarning ta'lim olishlari uchun qo'shimcha shart-sharoitlar yaratish hamda ularni ilm-fan sohasiga jalb qilish. Natijada, oliy ta'lim muassasalari, texnikum va kollejlarda kunduzgi, sirtqi va kechki ta'limda o'qiyotgan xotin-qizlar kontraktlari to'lash uchun 7 yilga foizsiz kredit berish yo'lga qo'yilib, ushbu maqsadlar uchun bugungi kungacha 139 mingdan ortiq talaba xotin-qizlarga 1 trln 300 mlrd so'm miqdorda foizsiz ta'lim kreditlari berildi.

Usullar va manbalar

Tarixga nazar soladigan bo'lsak, Suqrot, Arastu, Aflotun, kabi yunon faylsuflari tenglik xamda adolat hukm surgan ideal jamiyat va davlat haqida mushohada yuritar ekanlar, ayollar, va erkaklar huquqlarining teng ta'minlanishi masalasiga alohida to'xtalganalar. "Eng yaxshi qonunlar-barchaning tengligini kafolatlagan qonunlardir" degan g'oyani ilgari surar ekan, yunon olimi Antifont ta'kidlaydi: "Tabiat barchani: ayollarni ham, erkaklarni ham teng qilib yaratadi, lekin odamlar insonlarni tengsiz holatga soluvchi qonunlarni ishlab chiqishadi".[1]

O'zbekiston Respublikasi xotin-qizlarning haqorat qilinishining oldini olish maqsadida Markaziy Osiyoda birinchilardan bo'lib, 1995-yil 6-mayda BMT ning "Xotin-qizlarni kamsitishga barham berish to'g'risida"gi Konvensiyasiga qo'shildi. Jamiyatda ayollar teng huquqli bo'lishi uchun bir qancha islohotlar amalga oshirildi. Masalan, Oliy Majlis Senati raisi rahbarligida Gender tengligini ta'minlash masalalari bo'yicha Komissiya tuzildi. Parlamentning yuqori palatasida Xotin-qizlar va Gender tenglik masalalari Qo'mitasi, quyi palatasida Oila va ayollar masalalari hal qilish bo'yicha Komissiyasi o'z faoliyatini boshladi. [2] O'zbekiston Respublikasida barcha fuqorolar bir xil huquq va erkinliklarga ega bo'lib, jinsi, irqi, millati, tili, dini, ijtimoiy kelib chiqishi va ijtimoiy mavqeidan qat'iy nazar qonun oldida tengdirlar. Baxtimiz qomusi hisoblangan Konstitutsiyamizning 14-bobi "Oila" deb nomlangan va oila, onalik va bolalikni himoya qilishga bag'ishlangan. Erta nikoh tuzilishining oldini olish maqsadida Fuqorolik kodeksning 15- moddasida erkaklar va ayollar uchun nikoh yoshi o'n sakkiz yosh deb belgilangan. Bundan ko'rinib turibdiki ayollarni erta turmushga berishga yo'l qo'yilmaydi.[3] O'zbeklar hayotida ayollar qadimdan hamisha e'zozlanib, qadrlanib kelingan. Mustaqillikka erishilgan keyin ham, avvalgi an'analarga sodiq qolgan holda, bu masalaga alohida e'tibor qaratildi.

NATIJA

O'zbekistonda 1998-yil "Oila yili", 1999- yil " Ayollar yili ", 2012-yil " Mustahkam oila yili", 2016-yil " Sog'lom ona va bola yili" deb e'lon qilinishi, shuningdek, 2017-yil 7-fevralda O'zbekiston Respublikasi Prezidenti tomonidan 2017-2021 yillarda

O‘zbekiston Respublikasini rivojlantirishning beshta ustuvor yo‘nalish bo‘yicha “Harakatlar strategiya”sining qabul qilinishi mamlakatimizda bu borada aniq maqsadga yo‘naltirilgan izchil siyosatni rejalashtirish tizimiga sifat jihatdan yangi yondashuvlar va yangi bosqichda olib borishiga yo‘l ochildi. Bugungi kunga kelib xotin-qizlar faolligini oshirish va himoyasini ta‘minlashda quyidagilar bu siyosatning asosiy yo‘nalishlari hisoblanadi:

Ayollar huquqlari va qonuniy manfaatlarini himoya etish, onalik va bolalikni muhofaza qilish sohasida qabul qilingan qonun hujjatlari bajarilishini ta‘minlash hamda bu boradagi huquqiy asosni yanada takomillashtirish choralarini ko‘rish;

Ayollar bandligini ta‘minlash yuzasidan samarali choralar ko‘rish va amalga oshirish, ularni ishga joylashtirishda har tomonlama yordam ko‘rsatish, ayollar o‘rtasida ayniqsa qishloq joylarda tadbirkorlikning turli shakllarini rivojlantirish. [4] Ayollarga ko‘plab ijtimoiy imtiyozlar joriy qilindi. Jumladan Ijtimoiy, iqtisodiy, huquqiy, psixologik qo‘llab-quvvatlashga, bilim va kasb o‘rganishga ehtiyoji va ishtiyoqi bo‘lgan, ishsiz xotin-qizlarning muommolarini aniqlash, bartaraf etish va nazorat olib borish bo‘yicha “ayollar daftari” tashkil etilgan. Bu esa o‘z o‘rnida ayollarning bandligini ta‘minlash, ularga moddiy yordam ko‘rsatish, turar joy ijarasi uchun kompensatsiya to‘lash, ularga huquqiy va psixologik yordam ko‘rsatishni ta‘minlashga yordam berdi. Bundan ko‘rinib turibdike ayollarga imkoniyatlar ko‘p. O‘zbekistonda ayollar huquqlarini kamsitishga yo‘l qo‘ymaslik, xotin-qizlarni mamlakatning siyosiy, iqtisodiy, ijtimoiy va madaniy hayotida faol ishtirok etishga jalb qilish uchun huquqiy asos yaratilgan.

MUHOKAMA

Inson huquqlariga oid 100 ga yaqin qonunlarimizda ayollarning erkaklar bilan teng huquqli e‘tirof etilgan. O‘zbekistonda xotin-qizlarni e‘zozlash, jamiyatdagi rolini oshirish davlat siyosatining muhim yo‘nalishlaridan biri bo‘lib qoldi. Shu maqsadda xotin-qizlar manfaatini ifodalovchi qator huquqiy islohotlar qabul qilindi. Xususan, O‘zbekiston Respublikasi Oliy majlisining 1997-yil 30-avgustdagi “ Bir xil qiymatga ega bo‘lgan mehnat uchun erkaklar va xotin-qizlarni teng rag‘batlantirish to‘g‘risidagi konvensiyani ratifikatsiya qilish haqida”gi 493-sonli hamda “Xotin-qizlarning siyosiy huquqlari to‘g‘risidagi konvensiyaga qo‘shilish haqida” 501-sonli qarorlar qabul qilindi. Prizedentimiz Gender siyosati masalalari borasida mamlakatimizning ijtimoiy-siyosiy hayotida va ishbilarmonlik sohasida ayollarning rolini tubdan oshirishga qaratilgan ishlarni qat’iy davom ettirilishi haqida so‘z yuritdi va ularni amalga oshirish maqsadida O‘zbekistonda Markaziy Osiyo mamlakatlari yetakchi ayollarining muloqoti va xotin-qizlarning mintaqaviy biznes forumini o‘tkazishni rejalashtirayotgani haqida so‘zladi. [5] Jamiyatda ayollar rolini oshirish uchun asosan

diniy va dunyoviy fanlar chuqur o'qitiladigan xotin-qizlar maktablar tashkil qilish kerak va bundan tashqari ularning ta'lim olishi uchun ko'plab imkoniyatlar berish kerak. Masalan, imtoyozli tartibda xorijiy davlatlarda o'qish imkoniyatini yaratib berish kerak shuningdek, ayollarning vaqtini samarali o'tqazish maqsadida bo'sh ish o'rinlarini yartish, tadbirkorlik qilish uchun kreditlar ajratish, ularning uy-joy olishlari uchun turli xil subsidiyalar tashkil qilinishi kerak.

Xulosa o'rnida shuni ta'kidlash mumkinki, jamiyatda ayollar rolini oshirish, ularni turli xil tazyiqlardan himoya qilish maqsadida kun sayin ko'plab islohotlar amalga oshirilmoqda. Bu islohotlar natijasida, xotin-qizlarning huquq erkinliklari himoya qilinmoqda va turli sohalarda ishlashga imkoniyatlar yaratilmoqda. Biz buni ta'lim, fan, madaniyat, san'at sohasida ko'rishimiz mumkin. Hozirgi kunda O'zbekiston Respublikasida senatorlik lavozimida o'z faoliyatini olib borayotgan Tanzila Kamalovna Narbayeva misolida ko'rishimiz mumkin.

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MICE-TURIZMINING BARQAROR RIVOJLANISH SALOHIYATI

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Toshkent davlat iqtisodiyot universiteti p.h.d dotsenti

ANNOTATSIYA

Turizm sohasi bir muncha o'zgaruvchan sohalar sirasiga kirib tarmoqlari orasida o'sish tendensiyalari o'zgarib turadi. So'nggi bir necha yillarda turizm ommaviy tadbirlar yo'nalishi bir muncha o'sdi. Bir qancha turizm sohasi rivojlangan davlatlar orasida sport tadbirlaridan tortib musiqa festivallarigacha, konferensiya yig'ilishlaridan to'ylargacha, turizm tadbirlari sanoatning ajralmas qismiga aylandi. Hozirgi zamonamizda sayohatchilar yoshlaridan qat'iy nazar ommaviy tadbirlarga qatnashish ko'rsatkichlari bir munchaga ortganini ko'rishimiz mumkin. Turizm sohasida ommaviy tadbirlarni tashkil etish aholi uchun daromad keltirishi, yangi ish o'rinlarini yaratishi va mahalliy madaniyat va an'analarni targ'ib qilishi va mamlakatning yalpi ichki mahsulotida salmoqli darajada o'sishga erishish mumkin.

***Kalit so'zlar:** Ommaviy tadbirlar, turizm, konferensiya, seminar, festival, simpozium.*

Introduction: Dunyoda business va ishbilarmonlar soni kundan kunga oshib bormoqda bu esa butun dunyoda MICE turizmi ham o'z navbatida rivojlanishiga olib keldi.

2008-2014-yil oktabr davri uchun qidiruv natijalariga asoslangan SCOPUS natijalari "tadbir" va "turizm" qidiruv so'zlari yordamida 1000 dan ortiq maqolalar haqida hisobot berish adabiyotlarda mazkur sohaga e'tibor tobora ortib borayotganini ko'rsatadi. Shu sababli, mazkur maqolaning maqsadi **dunyoda va O'zbekistonda MICE turizmining rivojlanishi tahlilini** tushunishimizga yordam beradigan malumotlarni tahlil qilishdan iborat.

MICE (uchrashuv, rag'batlantirish, konferensiya, tadbir) ya'ni bu uchrashuvlar, rag'batlantirishlar, konventsiyalar va ko'rgazmalar, shu jumladan konferentsiyalar, kongresslar va ko'rgazmalar tashkillashtiruvchilar yangi turizm yo'nalishi ochildi va

shu maqsadda ular rivojlanayapti. Bu esa turizm sanoatining muhim yo‘nalishlaridan ko‘ra biznesga ko‘proq e’tibor qaratishiga olib keldi. MICE turizmi 115 dan ortiq mamlakatlar tomonidan ishlab chiqilgan, uning eng foydali tomonlaridan biri daromad olish va ish bilan band qilish orqali mamlakat iqtisodiyotini o‘shishiga qaratilgan turizm turi hisoblanadi.

Jahon sayyohlik va turizm kengashi kelgusi o‘n yil ichida biznes turizmining yillik aylanmasi 3,7 foizga o‘shishini va 2016 yildagi 1,15 milliard dollardan 2027yilda 1,7 milliard dollargacha o‘shishini taxmin qilmoqda [1]. Ushbu maqolani o‘rganish obekti dunyodagi va O‘zbekistondagi MICE kabi turizm bo‘limi doirasidagi tadbirkorlik faoliyati hisoblanadi. Tadqiqot mavzusi Silk Road Destinations sayyohlik kompaniyasi misolida O‘zbekistonda biznes va MICE turizmining rivojlanish istiqbollari va to‘siqlari. Maqsad tadqiqot muammosi xalqaro turizmning o‘ziga xos sohasi sifatida MICE turizmining rivojlanishini tahlil qilishning past darajasi bilan bog‘liq. O‘zbekiston hali ham boshlang‘ich sayyohlik maskani bo‘lib, u jahon MICE turizm bozorida deyarli mavjud emas. MICE imkoniyatlari va uning O‘zbekistondagi rivojlanishidagi to‘siqlarga oid tadqiqotlar kam, shuning uchun biz tomonidan olib borilayotgan tadqiqotlar O‘zbekistonning ushbu turizm sohasidagi istiqbollari tahlil qilingan. Tadqiqotni o‘tkazish uchun muallif Jahon sayyohlik va Turizm kengashi iqtisodiy ma’lumotlaridan foydalangan holda o‘z takliflarini kiritgan.

Ushbu maqola orqali butun dunyoda MICE turizmini tadqiq qilish va uni dam olish turizmi bilan farqi, keltiradigan foydasi, tahliliy jihatdan mualliflar tomonidan o‘rganilgan.

Middlton va Klark ta’rifiga ko‘ra “biznes turizmi bu – ish bilan bog‘liq holda tartibsiz sayohatdir” va Svarbruk va Xornerga fikrlariga ko‘ra “ biznes turizmi – ish bilan bog‘liq holda sayohat qilishdir” [2]. Dam olish maqsadida dunyo bo‘ylab ko‘plab insonlar hordiq chiqarish uchun kezishadi ularni asosini oilalilar, juftliklar, bolali oilalar, yolg‘iz kishilar yoki do‘stlar bilan sayohat qiluvchi kishalardir. Lekin MICE turizmida esa ular yuzlab hatto minglab kishilarni o‘z ichiga oladi. GBTA ma’lumotlariga ko‘ra har yili 480 milliondan ortiq korporativ sayohatlar amalga oshiriladi. Tajribali yoshi kattaroq tashkilotchilar yiliga 12 ta, yoshroq tashkilotchilar

14 ta sayohatni amalga oshiradilar, bu esa o‘z navbatida MICE turizmini rivojlanganligidan dalolatdir [2]. BJTT ma’lumotlariga ko‘ra 2006-yilda 4,4 mln biznes vakillari safarda 5100\$ sarflashgan, shaxsiy maqsadlarda sayohat qilgan 17,8 mln kishi esa 3800\$ mln sarflashgan [1]. Shuni takidlash joizki boshqa turizm turlari kabi MICE turizmi mavsumga bog‘lanib qolgani yo‘q. Bu turizm turi vaqt ham mavsum ham tanlamaydi.

Metod: tadqiqot metodologiyasi va empirik tahlil

Dam olish turizmi va MICE turizmini bir-biridan farqi: (1- jadval)

	Dam olish turizmi	MICE turizmi
Ishtirokchilar	Turistlar	Professionallar, mutaxassislar, ishbilarmonlar. Baʼzan hamkorlar hamrohlik qilishi mumkin
Guruhlar hajmi	Individual yoki kichik guruh	Millongacha ishtirokchilar boʻlishi Mumkin
Ishtirokchilarning asosiy maqsadi	Oʻyin-kulgi, dam olish, yanginarsalarni oʻrganish, manzillar va yangi madaniyatlarni oʻrganish	Biznes masalasida yoki maslahat almashish,
Toʻlovchi	Turist	Ish beruvchi yoki tashkilot
Qaror qabul qiluvchi	Sayyohlar, sayyohlik ulgurji savdogarlari, sayyohlik agentlari	Uchrashuv tashkilotchisi/ragʻbatlantirish/konferentsiya/tadbir
Vaqt	Bayramlarda yokimaxsus kunlarda	Yilning xoxlagan vaqti
Asosiy iqtisodiy taʼsir	Toʻgʻridan toʻgʻri xarajatlar	Investmenlar yoki biznesmenlar

Maʼumotlarga qaraganda butun dunyoda ishlaydigan kompaniya xodimlari yiliga 5 martan koʻproq business uchrashuvlar, koʻrgazmalar, konfirensiyalarda qatnashishadi. Bu esa kompaniya ishchilariga juda yoqadi va ish samaradorligini oshiradi. Business sayohatga chiqan kishilarni kun davomida 20% vaqti boʻsh boʻladi, ular esa bundan foydalanib sayohat qilishga vaqtlari boʻlarkan yaʼni business maqsadida borgan insonam oʻsha borgan joyini sayohat qilishi mumkin boʻladi.

Ishtirokchilar soniga qarab Kongress tadbirlarini quyidagilarga boʻlish mumkin: Kichik (250 dan kam ishtirokchi);

Oddiy (250 dan 1000 ishtirokchigacha); Katta (1000 dan ortiq ishtirokchilar).

Hozrigi kunda Oʻzbekistonda MICE turizmini rivojlanishiga bir qancha omillar taʼsir koʻrsatmoqda, bularga: mehmonxonalarining kongress zallari dunyo standartlariga javob bera olishligi, transport, yoʻl infratuzilmasining yaxshi emasligi, joylashtirish masalasi katta mehmonxonalarining yoʻqligi, servis xizmat koʻrsatishning yuqori darajada emasligi va kadrlar masalasi kabi muammolar bor. Toshkentdagi toʻrtta asosiy xalqaro aeroport, Samarqand, Buxoro va Urganch qayta qurildi, mamlakatning asosiy avtomagistrali yangilanmoqda. Bugungi kunda Oʻzbekiston havo yoʻllari muntazam faoliyat yuritmoqda, dunyoning 40 dan ortiq yetakchi davlatlariga reyslar Rossiya, Belarus, AQSh, Italiya, Germaniya, Fransiya, Latviya, Buyuk Britaniya, Hindiston, Tailand, BAA, Xitoy, Malayziya, Koreya, Singapur, Turkiya, Isroil, Ozarbayjon, Qirgʻiziston va Qozogʻiston kabi davlatlarga mavjud. Ammo

O‘zbekistonda MICE turizmini rivojlantirish istiqbollari mavjud faqat uni rivojlantirish va shakllantirish kerak. Buning uchun MICE turistik korxonalarini ko‘proq ochish va avvalambor ichki biznesni rivojlantirishda qo‘llash keyin esa raqobat muhitini yaratgan holda dunyo standartlariga chiqib olish zarur. Lekin mehmonxona sonlari, undagi kongres zallar, restoranlar, malakali kadrlarni tayorlash va ularni biznes turizmiga yo‘naltirish kerakligini rivojlangan mamlakatlar iqtisodiyotida ko‘rsatilgan. O‘zbekiston o‘zining betakror obidalari, milliy taomlari va go‘zal tabiatini o‘zida mujassam etgan diyor, faqat buni to‘g‘ri rivojlantirish zarur.

RESULTS

O‘zbekiston turizmi rivojlanish holatini tahlili ko‘rib chiqilsa unga ko‘ra o‘tgan 8 oyda yurtimizga xorijdan 4 million 300 ming nafar turist kelgan, ulardan 1 milliard 400 million dollar tushum bo‘lgan. Qo‘shimcha dam olish kunlari va chegirma berilgani natijasida ichki sayyohlar soni 15 million nafarni tashkil qilib, o‘tgan yilgiga qaraganda 2 barobarga o‘sgan.

Turizm infratuzilmasi ham izchil rivojlanmoqda. Joriy yilda 15 mingta yangi mehmon o‘rinlari tashkil etilib, ularning soni 137 mingtaga yetdi. 540 ta dam olish va ko‘ngilochar maskan barpo etildi, 70 ta turizm marshruti ochildi.

Shuningdek, 6 ta xususiy aviakompaniya ish boshladi, yangi 23 ta samolyot olib kelindi, 20 ta xalqaro va 6 ta ichki qatnov yo‘lga qo‘yildi. Samarqand aeroportida haftalik xalqaro reyslar 46 tadan 85 taga ko‘paydi. 1 ming 300 ta zamonaviy avtobus xarid qilinib, 38 ta yo‘nalish ochildi.

2022-yilda O‘zbekistonga tashrif buyurgan xorijiy turistlar soni 2021-yilga nisbatan 3 baravarga oshgan (5,2 million, soha eksporti – 1,6 milliard dollar). Ichki turizm dasturlari doirasida 11,5 million, shundan 1,5 million ehtiyojmand aholi, yoshlar va keksalar sayohatlari tashkil etilgan. Qayd etilishicha, Samarqandda yangi turizm markazi barpo etilgani qo‘shimcha 2 million sayyoh jalb qilish imkonini beradi. Bu yili O‘zbekistonda Butunjahon turizm tashkilotining Bosh assambleyasi yig‘ilishini o‘tka- zishga katta tayyorgarlik ko‘rilayotganligi.

Bundan tashqari, Samarqand 2023-yilgi Butunjahon turizm poytaxti maqomini olgani ham bu boradagi ishlarning yuqori natijalaridan biri ekani ta’kidlashimiz mumkin. Bu borada olib borilgan chora-tadbirlar katta natijalar berishni boshlagani yuqorida keltirilgan statistik ma’lumotlarda o‘z aksini topib turibdi.

O‘zbekistonda turizmning barcha turlarini rivojlantirish imkoniyatlari yuqoriligi mutaxassislar tomonidan ta’kidlanmoqda. Shu bilan birga, hozirgi paytda mamlakatimizda turizmning samaradorligi yuqori baholangan bir turi bu, MICE – turizmi kabi turlarini rivojlantirish imkoniyati mavjud. So‘nggi yillarda mintaqalar va mamlakatlar o‘rtasidagi biznes, madaniy va ilmiy aloqalar tobora rivojlanib bormoqda,

bunda biznes turizmining ahamiyati ham katta bo'lmoqda. Milliy iqtisodiyotning rivojlanishi va uning jahon bozoriga integratsiyalashuvini ham biznes turizmini taraqqiy ettirmasdan tasavvur qilib bo'lmaydi. Ishbilarmonlik aloqalari, texnologiyalar va ma'lumotlar almashinuvi, yangi bozorlarni o'zlashtirish, investitsiyalar va qo'shma loyihalar uchun sheriklar izlash, kompaniyalarni reklama qilish, kadrlarni o'qitish va korporativ madaniyatni joriy etish – bu biznes turizmidir. Shuningdek, biznes turizmi ko'rgazmalar va kongresslarda qatnashish vositasida kompaniyalarni birlashtirish va rivojlantirish mexanizmlaridan biridir. O'zbekistonda so'nggi yillarda turizmning MICE aspekti jadal rivojlanayotganligini ko'rish mumkin. O'zbekiston Respublikasi Turizm va madaniy meros vazirligi bu borada “Xalqaro kongress va konferensiya assotsiatsiyasi (ICCA)” bilan hamkorlikda zarur me'yoriy hujjatlar ishlab chiqish ustida ish olib bormoqda. Bunday hamkorlik respublikada MICE turizmi yo'nalishini rivojlantirish va ishbilarmonlik sohasida “O'zbekiston” brendini ilgari surish imkonini beradi. Shu bois, O'zbekistonda biznes-turizm salohiyatidan foydalanish uchun infratuzilmani yaratish, davlatning samarali yordami, ishonchli statistik ma'lumotlar, professional kadrlarni tayyorlash, shuningdek, mamlakatning ijobiy imijini shakllantirish zarur [3].

MICE turizmning ilmiy-uslubiy jihatlari: MICE – bu “Meetings, Incentives, conferences, exhibitions (Uchrashuvlar, Rag'batlantirishlar, Konferentsiyalar, Ko'rgazmalar)” so'zlarining bosh harflari orqali shakllantirilgan qisqartma hisoblanadi. Kongress turizmi asosan o'zi faoliyat olib borayotgan sektorlarda foyda keltirish maqsadida qilingan sayohat va tashkiliy faoliyatlar iborat.

MICEni ifodalovchi so'zlarning mazmuniga qaraydigan bo'lsak:

Meetings – Uchrashuvlar: kompaniyalarning yirik darajadagi biznes uchrashuvlarini, seminarlarini, sohaga oid treninglar kabi faoliyatlarini to'g'ridan-to'g'ri diqqatga sazovor markazlarda yoki sektor uchun geografik ahamiyat kasb etuvchi mintaqada-hududda o'tkazishni ustuvor hisoblashi yoki tashkil etishi MICE turizmining bir ko'rinishi bo'ladi.

Incentives – Rag'batlantirishlar (imtiyozlar): Kompaniyalar tomonidan ishlaydigan xodimlarning motivatsiyalarini (rag'batlarini) oshirish, unumdorlikni eng yuqori darajaga chiqarish maqsadida tashviqot qilish, motivatsiya faoliyatlarini tashkil etishdir.

Conferences – Konferentsiyalar: Muayyan maqsadga xizmat qiluvchi birliklar va uyushmalar kabi tuzilmalarning yoki sektor vakillarining tashkil etgan konferentsiyalari MICE turizmining konferentsiyalar qismini tashkil qiladi.

Exhibitions – Ko'rgazmalar: Yuqoridagilar bilan bir qatorda tashkil etilgan va yuzlab ishtirokchilarni mintaqaga jalb qilgan yarmarkalar faoliyatlari MICE

Turizmining eng muhim tarmoqlaridan biri hisoblanadi. MICE turizmi asosiy faoliyatdan olinadigan daromad bilan bir qatorda turli sohalarda har xil manfaatlarni kelishiga ham xizmat qiladi [3].

MICE turizmi professional Rag'batlantiruvchi sifatida manfaatdor tomonlarni yoki xodimlarni rag'batlantirish uchun sayohat qilishni o'z ichiga oladi. Bu nafaqat zavq oladigan tadbir, balki ishbilarmon jamolarning maroqli dam olishi bo'lishi mumkin.

MICE manzilini yaratadigan eng muhim jihatlardan biri bu – turizm infratuzilmasidir. Dam olish va MICE biznes sayohati bir-biridan juda farq qiladi, lekin ikkalasi ham tashrif buyuruvchilarni qabul qilish uchun belgilangan manzilni talab qiladi va mehmondo'stlikdan tortib diqqatga sazovor joylar hamda ko'ngil ochar tadbirlargacha barchasi diqqat e'toborda bo'lishi lozim .

Infratuzilma haqida gapiradigan bo'lsak, MICE manziliga borish va sayohat qilishni osonlashtiradigan sifatli va zamonaviy transport tizimlari kerak. Tashrif buyuruvchilarni ya'ni mehmonlarning harakatlanishini osonlashtiradigan vakolatli va ishonchli jamoat transporti tizimli tashkil etish MICE sayohati va turizmi uchun muhimdir, chunki ko'p sayohatlar juda qisqa va samarali transport foydalangan holda mavjud vaqtni tejaydi va mehmonlarni qo'shimcha maroqli dam olishiga yordam beradi [4].

Discussion: Xorijiy davlatlar tajribasini o'rganish shuni ko'rsatadiki, MICE turizmini rivojlantirishning asosiy jihatlari mamlakatda yaratilgan shart sharoitlar, o'shbu turizm turini tashkillashtirish subyektlari bu ixtisoslashtirilgan (tadbirlarni tashkil etish bilan shug'ullanuvchi) tashkilotlar, ko'rgazma markazlari va MICE tadbirlarini o'tkazish maydonlaridir. Ular davlat va xususiy shakllarda faoliyat yuritadilar. Shunga qaramay, davlat ularni muntazam ravishda qo'llab-quvvatlaydi.

Shuni ta'kidlash joizki, mamlakatimizda turizmni rivojlantirishning istiqbolli turlarini yaratish davlat siyosatining ustuvor yo'nalishlaridan biridir. Mahalliy va xorijiy turistlarning oqimini ko'paytirish maqsadida vazirlik va idoralar tomonidan muntazam ravishda madaniy-ko'ngilochar, sport, ko'rgazma va boshqa xalqaro tadbirlar tashkil etilib kelinmoqda. Biroq O'zbekistonning mavjud salohiyati va imkoniyatlariga qaramay, MICE turizmi bugungi kunda yetarli darajada rivojlanmagan. Respublikada turizmning ushbu turi faol bo'lishiga qaramasdan, sekinlik bilan rivojlanayotganligi bilan xarakterlanadi [4].

MICE turizmi dunyo bo'yicha korporativ tarmoq, kichik va o'rta biznes, to'g'ridan-to'g'ri xorijiy investitsiyalarning o'sishi, shuningdek, innovatsiyalarning global internet tarmog'iga joylashtirilishi hisobiga ko'plab muvaffaqiyatlarga erishdi. Jahon miqyosida turizmning jadal sur'atlarda o'sishi MICE turizmining kelajakda

yanada rivojlanishiga turtki bo‘ladi. Shuningdek, tarmoq tashkilotchiligi bilan tashkil etiladigan global miqyosdagi uchrashuvlar davlatlardagi turizm sohasidagi kompaniyalar va xususiy shaxslarning faolligini oshirish bilan bir qatorda mamlakat aholi jon boshiga hisoblanadigan yalpi mahsulotning o‘shishiga hamda aholi turmush darajasining sifat jihatdan o‘shishiga olib keladi [5].

MICE sanoatining rivojlanishiga ta’sir etadigan asosiy omillar quyidagilardir²⁹:

- mehmonxona, transport, biznes, madaniy-ko‘ngilochar infratuzilma va logistika kompleksining rivojlanish darajasi;
- hududiy moliyaviy-iqtisodiy jarayonlarning shaffofligi;
- biznes tuzilmalarining axborot tizimining ochiqligi;
- hukumat tuzilmalarining jahon iqtisodiyotining o‘zgaruvchan voqeliklariga moslashuvchanligi.

Hozirgi kunda O‘zbekistonda **MICE** turizm yetarli darajada rivojlanmaganligi va turizmning ushbu turi to‘g‘risida to‘liq ma’lumot shakllanmaganligi sababli, mamlakatda **MICE** turizmni qanchalik potentsialga ega ekanligini aniqlashda qiyinchiliklar tug‘iladi. **MICE** turizm imkoniyatlaridan to‘laqonli foydalanish uchun quyidagi hayotiy zarur platformalarni yaratish lozim bo‘ladi:

- qulay infratuzilma;
- davlatning qo‘llab-quvvatlovi;
- ishonchli statistik ma’lumotlar;
- malakali kadrlarni tayyorlash;
- mamlakatning imidjini yaratish.

Shaharlarning biznes infratuzilmasini besh yulduzli mehmonxonalar, biznes markazlar qurish, yuqori texnologiyali aloqa tizimlarini joriy etish va qulay transport harakatini yaratish orqali modernizatsiya qilish nafaqat tashqi turizm, balki ichki turizm imkoniyatlaridan ham keng foydalanishga yo‘l ochadi.

Davlat tomonidan **MICE** turizmni huquqiy jihatdan tartibga solish, bu boradagi qonunchilik bazasini yaratish, turizmning ushbu yo‘nalishiga imtiyoz va preferensiyalar berish natijasida O‘zbekistondagi biznes iqlimni yangi bosqichga olib chiqish, **MICE** turizmni rivojlanishiga va bu boradagi ishonchli ma’lumotlarning shakllanishiga keng imkoniyat yaratadi.

Shuningdek, biznes turizm yo‘nalishida malakali kadrlarni tayyorlash ushbu soha rivojlanishining asosiy omillaridan biri bo‘lib xizmat qiladi. Bu esa nafaqat sifatli xizmat ko‘rsatish, balki O‘zbekistonning dunyo turizm sanoatida o‘z o‘rnini topishga, o‘z imidjini yaratishiga imkon beradi.

Shuni aytishimiz mumkinki, **MICE** turizmni rivojlantirish orqali mamlakatimizning iqtisodiy o‘shish tendensiyalarini tezlashtirish, yangi ish o‘rinlarini

yaratish, dunyo mamlakatlari bilan o‘zaro manfaatli bitimlar tuzish va ularni realizatsiya qilish, ichki bozordagi kichik va o‘rta tadbirkorlik subyektlarining jahon bozorida raqobatbardosh bo‘lgan mahsulotlarni ishlab chiqarish va xizmatlar ko‘rsatish salohiyatini oshirish imkoniyatlari mavjud. Shu sababli, mamlakatimizda **MICE** turizmni jozibadorligini oshirish bo‘yicha yanada jiddiy ishlarni olib borishimiz lozim bo‘ladi [5].

Conclusion: **MICE** turizmning asosiy maqsadi mamlakatda yagona sayyohlik makonini shakllantirishga hissa qo‘shib, jahondagi turistik yo‘nalishlar reytingida yuqori o‘rinlarni egallashdir. Biznes turizmni rivojlantirish uchun bir qancha takliflarni ko‘rib chiqish zarur:

Rivojlangan mamlakatlarning **MICE** turizmni rivojlantirishdagi bosqichlarini targ‘ib etish;

Katta 300-500 ta mijozlarni o‘ziga sig‘dira oladigan mehmonxonalarini qurish;
Xizmat ko‘rsatish sohasi bo‘yicha malakali kadrlarni tayyorlash;

MICE turistik firmalarini ochish;

Firma xodimlarini xorijiy tillarda bemalol gaplasha olishini ta‘minlash; Transport sohasida biznes joylarini ko‘paytirish;

Havo yo‘llariga narx masalasini ko‘rib chiqish;

Xalqaro ko‘rgazmalar, konferensiyalar, uchrashuvlarni tashkil etish va yuqori darajada o‘tkazish;

Toshkent, Samarqand, Buxoro, Xiva, Shahrisabz, Farg‘ona viloyatlari va shaharlarida tashkilotchilarga hukumat tomonidan chet el davlatlari bilan aloqa o‘rnatishda yordam berish;

MICE turistik firmasining reklama masalasini ko‘rib chiqish.

Dunyo tajribasi shuni ko‘rsatadiki, **MICE** turizm kichik hududlar uchun ham rivojlantirishning asosiy elementi hisoblanadi. Shaharlar o‘z hududining xususiyatlari va imkoniyatlarini hisobga olgan holda turistik tadbirlarni yaratishlari lozim.

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ISMOILXON FAQIRIY O‘ZBEK ADABIYOTIDA YANGI VA YORQIN IJODKOR

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ANNOTATSIYA

Ushbu maqolada Faqiriy ijodi adabiyotda yangilik kasb etishi. U zotning merosi orifona mazmuni, oshiqona ruhi bilan mustamlaka davri o‘zbek adabiyotidagi mudhish bo‘shliqni to‘ldirib turganligi. XIX asr oxiri XX asr boshlarida ham Shahrisabzda tug‘ilib, shu yerda umrguzaronlik qilgan bir necha shoirlar, adibu fozillar bo‘lgan. Ular sirasiga Mirzo Umrboqiy Shahrisabziy-Samarqandiy (1878-1957), Fayzullohxo‘ja Ravnaqiy (1892-1978), Ismoilxon Faqiriy-Shahrisabziy singari fozilu ijodkorlar bo‘lgan. Bu adiblar ichida Ismoilxon Faqiriy adabiy merosi muhim ahamiyatga egaligi va uning ijod namunalari adabiyot ahliga yetib borishi haqida so‘z yuritilgan.

Kalit so‘zlar: *yombi ijodkor, o‘roh, orifona mazmuni, oshiqona ruh, ma‘rifiy she‘riyat, devon adabiyoti, sohibi devon, bayoz tushunchasi.*

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АННОТАЦИЯ

В данной статье творчество Фахири является новинкой в литературе, а его наследие своим орифонным содержанием и романтическим духом заполняет страшную брешь в узбекской литературе колониального периода. В конце 19-го и начале 20-го веков в Шахрисабзе родились и жили здесь несколько поэтов и писателей. Среди них добродетельными художниками были Мирза Умрбаки Шахрисабзи-Самарканди (1878-1957), Файзуллахходжа Равнаки (1892-1978), Исмаилхан Факири-Шахрисабзи и др. Среди этих писателей говорят, что литературное наследие Исмаила Хана Факири важно и что примеры его произведений дойдут до литературных людей.

Ключевые слова: создатель, значение орифоны, романтический дух, просветительская поэзия, деванская литература, владелец девана, концепция баяза.

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ABSTRACT

In this article, Fakhiri's work is a novelty in literature, and his legacy, with its oriphonic content and romantic spirit, fills a terrible gap in Uzbek literature of the colonial period. At the end of the 19th and beginning of the 20th centuries, several poets and writers were born and lived here in Shakhrisabz. Among them, virtuous artists were Mirza Umrbaqi Shakhrisabzi-Samarkandi (1878-1957), Faizullahkhoja Ravnaki (1892-1978), Ismailkhan Fakiri-Shakhrisabzi and others. Among these writers they say that the literary heritage of Ismail Khan Faqiri is important and that examples of his works will reach literary people.

Key words: *creator, meaning of oriphon, romantic spirit, educational poetry, Devan literature, owner of the devan, concept of bayaz.*

Faqiriy ijodi adabiyotda chinakam kashfiyotdir. U zotning merosi orifona mazmuni, oshiqona ruhi bilan mustamlaka davri o'zbek adabiyotidagi mudhish bo'shliqni to'ldirib turadi.

Faqiriy hazratlari o'tgan asrda yashab ijod etgan bo'lsalarda, u zotning nomi va ijodi, Alloh taoloning inoyati ila istiqlol davrida yuzaga chiqdi. Sho'ro siyosatdonlari mumtoz shoirni xalqdan yashira olmadilar.

Shoir nomi davlat miqyosida ilk marta Shahrisabzning 2700- yilligiga bag'ishlangan anjumanida O'zbekiston birinchi Prezidenti tomonidan tilga olindi. Darhaqiqat, doktor, professor Shodmon Vohidov hamda yosh olim, adibning nabirasi Mas'udxon Ismoilning say'u g'ayratlari bilan Faqiriy nomi jahon qomuslariga kirgan edi. Bu ma'noda Faqiriy ularning kashfiyoti deb aytsak xato bo'lmas. So'nggi yillarda barcha fanlar qatori adabiyot sohasiga ham alohida e'tibor berilib kelinmoqda. XX asr o'zbek ma'rifiy she'riyatining yombi ijodkori, devon adabiyotining kamtar vakili, alloma va shayx, Naqshbandiya tariqati murshidi komili, Payg'ambar avlodi, zokir, ijodkor, shokir va sobir so'z san'atkori, Faqiriy-Shahrisabziy hazratlari o'zlarining bayozu g'azaliyotlari bilan adabiyotimizga yangitdan kirib kelmoqdalar.

Dunyoning hamma joyida davlat rahbari biror ijodkor allomaga e'tibor ko'rsatsa, bu uning xalq orasida izzat-e'tibor topishiga sabab bo'ladi. Birinchi prezident iltifotidan keyin Faqiriy vorislarining ko'ngli ko'tarildi va adibning boy ijodi faolroq o'rganila boshlandi. Xususan professor Shodmon Vohidov hamda yosh olim, adibning nabirasi Mas'udxon Ismoililarning ushbu adib haqida ko'plab ma'lumotlar ijodiga doir bir qancha ilmiy maqolalar bitishgan.

Faqiriy hazratlari biz o'rgangan Oybek, G'afur G'ulom, Shayxzoda, Habibiy kabi adiblarga zamondosh esalar-da, shayxligi, islomiy hayoti, ijodining ilohiy ma'rifatga asoslangani bois nomlari ham, ijodlari ham aslo yuzaga chiqmagan, adib ham bunga zinhor parvo qilmasdan: «Bizning hazfporaga ham bir xaridor topilarda», deb sabri jamil ko'rsatgan edilar.[1] Mana, Allohning lutfu -karami bilan adib ijodiga xaridor topildi. Istiqloq zamon u zotning merosiga talabgor chiqdi. Ko'zlar ko'nikkan tog'lar orasida yam-yashil, pokiza bir cho'qqi paydo bo'ldi. Adib ijodiga qiziqishlar adabiyotshunoslar orasida ham ko'payib bormoqda.

Albatta har qanday adabiyot sohasida qalam tebratgan ijodkorning ismu-nasablari va taxalluslari o'quvchini befarq qoldirmaydi deb hisoblasak bo'ladi.[6] To'liq ismlari - Ismoilxon ibn Ibrohim Xoja ibn Hidoyatulloh ibn Mirzo Kalon Abdulaziz Xojai Shahrizabziy.[11] Ushbu ma'lumotlar ularning nabiralari Mas'udxon Ismoiliy qo'llaridagi ma'lumotlar asosida yaratilgan devon va bayozlardan olingani asosli albatta.

Taxalluslari Faqiriy-Shahrizabziy; she'rlarida Faqiriy, Faqir shakllarida ham keladi. Xalili Ixvon taxalluslari ham bo'lib, bu nomni tog'alari shoir Hone Shukrulloh Xoja qo'yganlar va undan shoirning tavallud tarixlarini chiqarganlar. Abjad hisobida bu taxallus raqamlaridan hijriy 1328-yil chiqadi.[1],

Toshkentda shoir Habibiy bilan ko'rishganlarida " Faqiriy " taxallusi zamon mafkurasiga to'g'ri kelmasligini o'ylab, u zotga Xaliliy degan taxallus tanlab beradilar.[3] Faqiriy esa hurmat yuzasidan, bu taxallusda bir she'r yozib, uni Habibiyga bag'ishlaydilar. Shundan so'ng yana "Faqiriy " taxalluslariga sodiq qoladilar.[8]

Ismoilxon Faqiriy milodiy 1910-yil, hijriy 1328-yilda Shahrizabzda tavallud topdilar. Uch yoshda otalaridan, to'rt yoshda ustoz bobolaridan judo bo'lib, avval onalari, keyin tog'alari tarbiyatlarida kamol topib, ilm-ma'rifat sohibi bo'ladilar. Adib 1980-yilda hozirgi Qashqadaryo viloyati, Kitob tumani, Sariosiyo qishlog'ida vafot etdilar.[11] Avlodlari hozirgi vaqtda mazkur manzilda yashaydilar.

Faqiriy hazratlarining tug'ilib o'sgan vatanlari Markaziy Osiyoning qadimiy ilmfan o'choqlaridan bo'lmish Shahrizabz shahridir.

Nomlaridagi "Shahrizabziy" degai ilova maxsus shoirona taxallus emas, balki mazkur Vatanga mansublik guvohnomasidir, Faqiriy hazratlarining tug'ilib o'sgan

vatanlari Markaziy Osiyoning qadimiy ilm-fan o'choqlaridan bo'lmish Shahrisabz shahridir. Shahrisabz Rusiya bosqinidan keyin ham to 1917-yillargacha o'z ma'rifiy mavqeini saqlab kelgan.[2] Undan so'ng maktab-madrasalar rasman yo'qotilgan bo'lsa-da, sayyidlar va tariqat mansublari yurti sifatida shu kungacha o'z e'tiborini yo'qotmagan. Mustamlaka davrida Faqiriy, Ravnaqiy, Maxdum Hamidiy, shoir Qone' singari shayx va alloma-ijodkorlarning yashagani bunga dalildir.[12]

Shahrisabzda necha-necha ulug' zotlar o'tgan, ammo u tarixda Sohibqiron Amir Temur tug'ilib o'sgan yurt sifatida ham mashhurdir. Unda temuriylar dahmasi, aziz avliyolar marhadi, Amir Temurning jasadsiz maqbarasi mavjud. Shu bois shoir Shahrisabz xususidagi turkiy va forsiy she'rlarida o'z yurtlarini Sohibqiron nomi bilan ulug'laydilar. Bizni(ng) Vatan - joyi surur, aysh ila xalsi barcha hur, Ilmu ma'orif konidur, yo's dilda armon o'zgacha, deya shoir orzu-armonlari vatanda ilmu maorif ekanini izhor etadilar. Nomlaridagi "Shahrisabziy" degai ilova maxsus shoirona taxallus emas, balki mazkur Vatanga mansublik guvohtonomasidir,[6] Ismoilxon Faqiriy ilm-ma'rifatli, ziyoli, e'tiborli muftiy va qozilar avlodidandirlar. Shoirning bobolari Inoyatulloh Xoja O'roq ibn Mirzo Kaloni Shahrisabz muftiysi edilar. Otalari Ibrohim Xoja O'roq esa Shahrisabzda XV asrda Mirzo Ulug'bek qurdirgan Jome' masjidda imom-xatib, amir hukumatining shahar vakili (o'roh), madrasa rahbari bo'lganlar. 1914-yilda otalari vafot etgach, uch yashar Ismoilxon bobolari Inoyatulloh Xoja tarbiyatlarida qoladilar. Ul zot ham olamdan o'tgach, mehribon onalari to'rt-besh yashar o'g'lon tarbiyatlarida ulug' say'u g'ayrat ko'rsatib, uni maktabga berib, savodxon qiladilar. [3] Sho'rolar hukumati tuzilib, islomiy maktablar yopilgach, yana o'zlari ta'limni davom ettiradilar. Onalari ilm-ma'rifatli otinoyi bo'lib, Mahzuna taxallusi bilan she'rlar yozganlar. Faqiriy "Bayoz"lari debochasida onalarini ko'p ulug' ehtirom bilan zikr hiladilar. Ukalari Najmiddin Xoja Sho'rolar hukumati davrida qamalganida, zor qaqshagan onalarining iltimoslari bilan, volidalari nomidan bir musaddas bitganlar. Unda o'zlarining ham, onalarining ham sog'inchlari, dardu alamlari ifodalanadi. So'nggi bandga diqqat qilaylik:

Ey Fatsiriy, Hassa yolbor, Has O'zidur mesrubon,
 Bera olmas hech kim bu dardu saygudin omon.
 Bir taraerrum birla ozod etsa Xallotsi jahon,
 Qolmas erdi xasta ko'ngillarda hargiz ormon;
 G'am bila chun surati devordurman sog'inib,
 Ko'rmasa zor-u, vale nochordurman sog'inib...

Ismoilxon to‘qqiz yoshlarida Navoiyni o‘qiydigan bo‘ladilar. Bu hazil gap emas. Navoiyni tushunish uchun esa turkiy-o‘zbek tilini puxta bilish bilan birga, arab va fors lug‘atlaridan ham xabardor bo‘lmoq zarur. Shunga qaraganda, yosh Ismoilxon Fahiriy garchand o‘zlari: “nimi-nimkora”, “Savodxon” deb kamtarlik qilsalar-da, naqadar iste’dod va kamol sohibi ekanliklari anglashiladi.

XX asr Shahrisabz adabiy muhitini kuzatsangiz, mustamlaka siyosati balchig‘idan o‘zini muhofaza etgan, maddohlik va ta‘magirlikdan yiroq, pokiza bir adabiyot borlig‘ini ko‘rib, ko‘nglingiz o‘sadi. Faqiriy ham dovrug‘u dabdabaga, unvonu mansabga aslo qiziqmasdan, iymon-e‘tiqodda sobitqadam, mumtoz she‘riyatga sodiq yashaganlar, Zero, shoir yaxshi bilganlarki, hayot bugundan iborat emas. Zamonlar aylanadi. Vaqt o‘tishi bilan adib bilimlari va ijodga ishtiyoqlari ortib boradi. Faqiriy yosh bo‘la turib, Hoji Mirzo Hamiduddin Maxdum Hamidiy, tog‘alari Shukrulloh Xoja Hone’, bobolari Inoyatulloh Xoja O‘roh Jurmiy, Mullo Mirzo Fayzulloh Xoja Ravnahiy, Mirzo Umrbohiy-Shahrisabziy kabi ulug‘ insonlar qatori turadi desak mubolog‘a bo‘lmas.

So‘z ibtidosida “ma‘rifiy she‘riyat”, “devon adabiyoti” iboralarini qo‘lladik. Savol tug‘ilishi mumkinki, XX asrda mustamlaka iskanjasida O‘zbekistonda irfoniy she‘riyat bo‘lganmi? Devon adabiyoti qanday adabiyot?

Irfoniy ruh, ilohiy mazmun devon adabiyotining xos xususiyatlari bo‘lganidan, «devon adabiyoti» ta‘rifiga kirishsak.

Devon adabiyoti saroy adabiyoti yoki saroy shoirlari degan ma‘noda emas. Balki, tamoman aksinchadir. Devon adabiyoti XI asrda Movarounnahrda (bugungi O‘zbekiston zaminida) Qoraxoniylar davrida boshlangan, islomiy madaniyatdan bahra olgan, shu sababdan arab va fors adabiyotlaridan ta‘sir topgan islomiy adabiyotdir. Qur‘oni karim va hadisi sharif ma‘nolarini o‘ziga singdirgan bu mumtoz adabiyot «majoz haqiqatning ko‘prigidir» degan hadisi sharifga asoslanadi, ya‘ni majoz yo‘li bilan haqiqatni kuylaydi, majoziy muhabbatni bahona qilib, ilohiy ishqni tarannum etadi.

Faqiriy ana shunday adabiyotning so‘nggi zabardast vakillaridan biridirlar. “So‘nggi”deyishimizga sabab: sho‘rolar tuzumida islomiy ilm-ma‘rifat taqiqlanib, irfoniy she‘riyatga ham futur yetdi, hatto 30-40-50-yillarda aruz vaznida yozish man etildi, bora-bora devon adabiyoti deyarli barham topdi. Keyingi adabiyotdan irfoniy ma‘no qochdi, ilohiy ruh chekindi, oxirat g‘oyasi uzildi, jahon va asosan rus adabiyoti muhitida xalqchil-ommabop she‘riyat vujudga keldi. 60-yillar dagina:

“Ey munassid, sen g‘azalni ko‘hna deb kamsitmagil, Sevgi ham Odam atodin solgan insop sonida!” degan nidolar yangray boshladi va yangi alifbo asosida Erkin Vohidovning “Yoshlik devoni” paydo bo‘ldi.

“Devon” istilohining ma’nosi ko‘p. “Devon” avvalo aruz vaznida bitilgan va arab alifbosi asosida tartib berilgan g‘azallar to‘plamining nomidir: “Devoni Navoiy”, “Devoni Xoja Hofiz”, “Devoni Fuzuliy” kabi. Devon tuzishga muvaffaq bo‘lgan shoirlarni “Sohibi devon” deb ulug‘laydilar.

Davlat idorasi, mahkama, hukumat uyi ham devon deyiladiki, aytganimizdek, devon adabiyotining bunga aloqasi yo‘q.

Mumtoz adabiyotning hammasi devon adabiyoti bo‘lmasligi mumkin, lekin devon adabiyotining hammasi mumtoz, ya’ni o‘lmas adabiyotdir.

Unutmaslik lozimki, Faqiriy hazratlari avvalo murshid edilar va xalqning irshodi ul zotning zimmalarida edi. Bu maqom sabablidirki, shoir kamtarlik bilan o‘z kitoblarini bayoz deb ataganlar. Adib arab alifbosining barcha harflariga g‘azal tartib berilmaganini ko‘zda tutgan bo‘lishlari ham mumkin. Ammo biz kitobni o‘rganib chiqib, ul zotni “Sohibi devon” deb atashga jur‘at etdik

Devoni Faqiriy haqida so‘z borar ekan, bevosita uning bayozlarini eslamaslikni iloji yo‘qdur. Faqiriy bayozlari 1950-1965-yillarda tuzilgan bo‘lib, o‘zlari tanlab, saralab kiritgan she’rlardan iborat. Devon mumtoz nazm san’atining deyarli barcha turlaridan: g‘azal, muxammas, musaddas, musabba’, musamman, mustahzod, masnaviy, ruboiyyot va qit’alardan tarkib topgan. Kitobda tatabbu’ va tazminlar birmuncha bo‘lib, muvashshax va mutoyibotdan hazil she’rlardan ham holi emas. She’rlarning ko‘pi asl san’at namunalaridir.

Devon an’anasiga muvofiq, xuddi Navoiy, Fuzuliy va Nodiralalar kabi, Faqiriy ham o‘z devonlariga debocha bitganlar. Debochada matla mavjud bo‘lib, mehribon va rahmli Alloh ismi bilan boshlanib, Haq taologa hamdu sano aytish va hazrati Rasulullohga salovot keltirish bilan davom etadi. Unda shoirning qisqa hasbi hollari va dunyoda bir yodgor qoldi- rish ishtiyohlari yuksak odob va valiylarga xos xoksorlik bilan bayon etilgan. Ammo shoirning kamtarliklarida ham kuchli jasorat, yorqin iste’dod va yuksak ma’rifat nuri balqib turadi. Chunonchi, adib yozadilar:

«Toki o‘n besh va o‘n olti yoshlarimdan boshlab, shoirlar zumrasiga qo‘shulishga jiddiy harakat ko‘rguzgan bo‘lsam-da, bu ishga, birinchidan, bilimsizlik, va ikkinchidan, zamonamizni(ng) kundalik o‘zgarishlari natijasida she’r yozolmasdan va yozganlarim ham har joylarda beparvolik bilan solib va ba’zilari esa birodaroni kiromiylar talablariga muvofiq ularga yuborilib, qo‘limda bori ham juzdonga darida va jarida bo‘lub yotar edi...»

Bu qisqa so‘zda ko‘p ma’no va qismat manzaralari bor. Chunonchi, *«zamonaning kundalik o‘zgarishlari»*, muallifning o‘z ta’birlari bilan aytganda, *«sho‘rolar hukumati tashkil topib, butun O‘zbekiston va Tojikiston va Buxoro tufroqlarida ham hukmronlik shevasini yurgizgani»*dir. Ya’ni, qadimiy madrasalar berkitilgan,

xalqning tarixini yo‘qotishga urinilgan, dahriylik saltanati o‘rnatilgan, mumtoz adabiyot tahqirlangan, ma‘rifatli iste‘dod sohiblari muvozanatini yo‘qotib, she‘r yozolmay qolgan.

Yillar o‘tib, shoir aytadilar: «Ammo ko‘nglimdan goxho shundog kechar erdiki, «Ey tan, san dunyoga kelib nima Ahli dunyo - siymu zar, ahli hunar - fazlu kamol.

Va bu ashyolarni(ng) o‘ziga yarasha xaridori ham topiladi. Chunonchi, Navoiy aytur:

Sarvu gulu lola xaridori bor,

Lek tikonning dagi bozori bor. Ya‘nikim har bir gulning o‘z xaridori bo‘lgani singari tikonning ham o‘z o‘rni borligi haqida alohida fikr yuritadilar. Shu o‘rinda bevosita Faqiriy hazratlarining ijodiga ham qiziqishlar ortgan.

Devon Alloh taoloning qudrati, san‘atini olqishlab, hamdu sanolar aytguvchi, Haq taoloning dargohiga yolborib munojot qilguvchi hamda sayyidi mursaliyn-hazrati Rasululloh alayhissalomga nat-hamd keltirguvchi g‘azallar bilan boshlanadi. Zotan, bu mumtoz devon adabiyotining odobu an‘anasidir.

Turkiyda aytilgan “Paydo”, “Yo Rab”, “Bo‘ldim” radifli hamda “Zulfing girihi” kabi g‘azallar, “Sun‘ung Sani...” mustahzodi, “Izlagil”, “Hasrat” kabi muxammaslar, forsiydagi “Chi shudi?” musaddasi va “Kunand” radifli tazmini musabba‘lari Faqiriy hazratlarining shoh asarlaridir.

Lutfiy, Fuzuliy, Hiloliy, Amiriy (Amir Umarxon), Furqat, Sayyid Ahmad Vasiliy, Gulshaniy, Mullo Orif Gulxaniy, Muxlis Namangoniy, Maxdum Hamidiy, Ulfat (Nusrat), Boqiy, Tufayliy Yusufxon To‘ra Dehlaviy kabi zotlarning mumtoz g‘azallariga bog‘langan turkiy va forsiy muxammaslar, Xoja Hofiz Sheroziy, Boborahim Mashrab baytlari asosida bitilgan tazminlar, tatabbu‘ va payravlar favqulodda san‘at durdonalaridir. Bular Faqiriy iste‘dodi, ilmu ma‘rifati, ishqu muhabbati izhoriga maydon va imkon ochgan.

Devon mundarijasining o‘ziga xos xususiyatlari quyidagilardir:

1. Alloh zikri va oxirat qayg‘usi.
2. Munojot ohanglari.
3. Mustabid tuzum manzaralari.
4. Vatanparvarlik tuyg‘ulari.
5. Ilm-fan va ma‘rifat tashviqi.

Faqiriy o‘zbek va fors tillarida ijod qilgan zullisonayn shoirdir. U zotning merosi orifona mazmuni, oshiqona ruhi bilan mustamlaka davri o‘zbek adabiyotidagi mudhish bo‘shliqni to‘ldirib turadi. Adibning merosi adabiyot sohasida o‘rganilishi lozim bo‘lgan yangidan - yangi mazmunli g‘azaliyotlari va purmano ijodi va devonlari kelajak avlod uchun ushbu sohada muhim manba bo‘lib xizmat qilsa ajabmas.

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PREPARATION OF REPORTS FOR THE FIRST TIME ACCORDING TO INTERNATIONAL STANDARDS OF FINANCIAL REPORTING

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ABSTRACT

Currently, the number of companies is increasing to start preparing reports in accordance with the requirements of the decision PQ-4611 at February 24 2020, "On additional measures for the transition to international standards of financial reporting" of the President of the Republic of Uzbekistan. This decision requires companies to prepare reports based on the norms of several laws and the requirements of report users (banks, stock exchanges, shareholders). Of course, these requirements reflect the importance of the difficulties in preparing reports on the IFRS. The preparation of the first report on the IFRS is a difficult task and requires considerable resources. In order to avoid excessive spending of these financial and moral resources, it is necessary to have sufficient knowledge and practice to prepare a report according to international standards.

Key words: *international financial reporting standards (IFRS), first program, first report, transition date, transformation, conversion, retrospective program, accounting report, accounting policy.*

АННОТАЦИЯ

В настоящее время все большее число компаний приступает к подготовке отчетов по требованиям Постановления Президента Республики Узбекистан от 24 февраля 2020 года № ПП-4611 «О дополнительных мерах по переходу на международные стандарты финансовой отчетности». Это решение требует,

чтобы компании формировали отчетность в соответствии с нормами законодательства ряда стран и требованиями пользователей отчетности (Банки, биржи, акционеры). Поэтому сегодня проблемы подготовки первых отчетов по МСФО показывают свою актуальность и значимость. Подготовка первого отчета по МСФО является сложной задачей и требует больших ресурсов. Осведомленность компаний об основных проблемах первой программы позволяет заранее подготовиться к таким трудностям и снизить затраты на подготовку первых отчетов по МСФО.

Ключевые слова: *международные стандарты финансовой отчетности (МСФО), первая программа, первый отчет, дата перехода, трансформация, преобразование, ретроспективная программа, бухгалтерская отчетность, учетная политика.*

INTRODUCTION.

Currently, the number of companies is increasing to start preparing accounting reports in accordance with International Financial Reporting Standards (IFRS). Companies are based on the requirements of the decision of the President of the Republic of Uzbekistan PQ-4611 dated February 24, 2020 "On additional measures for the transition to international standards of financial reporting". Therefore, at present, the preparation of the first IFRS reports is becoming a topic of the day in the economic environment. The preparation of the first financial statements of the IFRS is a complex task and requires significant resources. [4-7]

Problems with the first use of IFRS can be both methodological and organizational. Methodological difficulties are related to the interpretation and practical application of the requirements of the IAS, a number of transformations, conversions, and retrospective application for the preparation of financial statements under the first IFRS. Organizational problems are related to the formation of the process of preparation and verification of financial statements according to the requirements of the first IFRS, control of the time and quality of preparation of the first IFRS financial statements, and other issues.

ANALYSIS OF LITERATURE ON THE TOPIC. Theoretical and practical problems of the first use of IFRS were discussed by many foreign and local scientists and practitioners, including Ergasheva Sh.T., Ibragimov A.K., Rizayev N.K., Ibragimova I.R., D.E.Norbekov, A.N.Torayev, Sh.Sh.Rahmonov, M.S.Abryutin, M.I.Bakanov, V.V.Bocharov, Yu.F.Brigham, J.A.Bakanov, V.V.Glukhov, A. Damodaran, L.V.Dontsova, B.Zvi, V.V.Kovalev, V.E.Leontiev, N.A.Nikiforova,

N.P.Radkovskaya, G.V.Savitskaya, Yu.A.Sokolov, E.S.Stoyanov, K.Walsh, A.D. Sheremet.[1-2]

Some aspects of the research topic are related to the work of foreign scientists and practitioners in the field of economics, finance, accounting and law, in particular: E.M.Ashmarina, Yu.M.Baturina, N.T.Belukhi, A.B.Vengerov, A.V.Volokitina, E.K.Volchinskaya, I.S.Gurevich, M.Karelina, V.A.Kopilov, I.S.Melyuhin, Yu.A.Nisnevich, D.B.Novikov, Yu.M.Nesterova, M.V.Romanovsky, E.R.Rossinskaya, L.K.Tereshchenko, O.M.Finko, S.G.Chaadaeva, D.V.Ostin, A.E.Sherstobitov, A.Steinher, R.E.Barnetta, H.Gernon and others.[1-3-5]

The method of financial analysis of reports of commercial organizations is reflected in the works of L.T.Gilyarovskaya, O.V.Efimova, V.V.Kovalev, A.D.Sheremet and other scientists. [1-5]

RESEARCH METHODOLOGY. The following methods were used in the research: systematic analysis, deductive and inductive determination, expert assessments and other methods were used.

ANALYSIS AND RESULTS. Planning for the transition to IFRS is essential for using the legal structure of economic groups and their financial information in reporting and recording and disclosure. It is also important to determine the timing of reporting on the IFRS , to clarify the requirements of users of the report to obtain information for the comparative reporting period, and to clarify the requirements for the first reporting period on the IFRS . Often, companies that adopt IFRS for the first time may not have a clear and transparent organizational structure, which makes it difficult to prepare and collect information for summary or consolidation in the first IFRS statements. [1-2-7]

In this case, the management of a company adopting IFRS for the first time is advised to analyze the existing organizational structure of the group for its transparency before preparing the first IFRS statements. A first-time adopter of IFRS should be prepared to disclose this structure to users of IFRS reports, including external users.

It is important to consider the timing of the first report, which may be set by users of the first report, such as banks and stock exchanges. [3] It is also important to plan the financial resources required to prepare the first IFRS reports. As a result of the planning of financial resources, the sources of financing for the preparation of the first IFRS report should be budgeted.

There are two main methods of reporting in accordance with the IFRS: adjustment of national reports (change or transformation) and parallel accounting (conversion) and reporting based on its data. Change or transformation of accounting (financial) statements is the process of preparation of financial statements in accordance with the

IFRS by rearranging accounting information and adjusting reporting items prepared in accordance with the rules of the national accounting system. [5-7] Prepared accounting reports based on national standards (NAS) and balance sheet items and reports on financial results, analytical transcripts are used to modify the financial statements. It is carried out by carrying out appropriate adjustments and additional operations to bring assets, liabilities and capital to the amount that should be reflected in the IFRS. The choice of the methodology for converting national financial reports into reports that comply with the IFRS in each case is influenced by the specific features of financial and economic activity, the specific features of the organization of accounting and accounting policies, the availability of time, financial resources and qualified personnel in this area.

The conversion process (parallel accounting method) requires the formation of accounting data in two financial reporting systems or the adjustment of the software so that it allows the formation of two types of reports: in IFRS and NAS format. Compared to transformation, this method of reporting is more reliable and fast, but requires high costs associated with large time costs and high requirements for personnel skills. In order to maintain parallel accounting, there should be two accounting departments or the same accountants should do double work: keeping accounting and reporting on IFRS and NAS.

There is an intermediate automation option (between transformation and parallel accounting) for preparing the IFRS report - the translation method. Data translation is the organization of accounting on the IFRS, which is carried out in a separate database.[5] Accounting of economic transactions is carried out in one database in accordance with national standards (source database), then each transaction is transferred (translated) to the database of IFRS (receiver database). Automatic data translation is carried out on the basis of the correspondence table of national accounting accounts and international accounting accounts.

The choice of the method of preparation of the IFRS report depends on the purposes of its further use, the necessary combination, the qualifications of specialists, time and financial costs. The high cost of parallel accounting led to the most widespread use of the transformation method in Uzbekistan.

Transferring national accounting reports to an international format is a very complicated process that requires particularly high professionalism from accounting staff.

A good knowledge of international standards in accounting for assets, liabilities and capital is required to implement the reporting change.

Unlike conversion, transformation is a periodic process rather than a regular one. Transformation includes preparatory, basic and technical stages.

The preparation stage includes the following operations:

- development of an accounting policy in accordance with the IFRS in order to maximize the approximation of accounting policies of NAS and IFRS in order to reduce the inconsistency of accounting items during the change;

- preparation of the preliminary balance sheet in accordance with the requirements of IFRS-1 ;

- selection of valuation currency and reporting currency;

- analyzing the corporate structure of the company to determine the subsidiaries and affiliates that should be included in the financial statements for the preparation of consolidated financial statements according to the IFRS;

- calculation of opening balances as a basis for transformation;

- analysis of all operations of the company to identify differences in the accounting of objects in accordance with national and international standards, as well as to collect information necessary for the calculation of transformational adjustments;

- development of the IFRS accounting table on compliance of the national accounting table with the IFRS accounting table;

- development of a transformational model, that is, a system of transformational tables that allows the use of corrective operations to recalculate reporting positions;

- preparation of accounting records for reclassification of accounts and transfer from Uzbek to international table of accounts.

The main stage of transformation includes:

- Search and identify differences in approaches to accounting and reporting on IFRS and NAS;

- preparation of adjustment records based on existing differences in accounting.

The technical stage of transformation includes:

- preparation of transformation records;

- preparation of corrective operations;

- create a working transformation table;

- filling out report forms according to the IFRS format.

To date, there is no single algorithm for changing financial statements, and each case requires an individual approach. This is because the reporting process is affected by many subjective factors, including: specific features of financial and economic activities, specific features of the accounting organization and applied accounting policy, necessary details of the report, availability of time, financial and human resources, etc. , there are currently a number of approaches to transformation.

The expert who transforms the report has the right to independently determine the transformation methodology and stages for the report of each specific organization.

When changing a financial statement, it is necessary to comply with the requirements of International Financial Reporting Standards (IFRS) No.1 "First-time Adoption of International Financial Reporting Standards", which includes instructions on the features of the initial transfer of the report from the national accounting system to the IFRS. However, compliance with the terms of this standard leads to the need to apply transformation methods, as it requires recalculation of financial statements for the previous period.

The date of transition to IFRS is the beginning of the initial period for which a company presents complete comparative information in accordance with IFRS.

This standard is applied in cases where the organization has switched to preparing its financial statements in accordance with IFRS for the first time. The main requirement of the standard is that a company must prepare a preliminary balance sheet in accordance with IFRS when transitioning to IFRS, which will be the starting point for preparing financial statements in accordance with IFRS.

In accordance with the requirements of IFRS No.1, the company:

- recognition of all assets and liabilities in accordance with the requirements of the IFRS;
- non-recognition of balance sheet items as assets or liabilities if the IFRS does not allow such recognition;
- reclassification of items recognized as assets, liabilities or capital in accordance with previously applied national accounting rules;
- assess all recognized assets and liabilities in accordance with the IFRS.

In order to comply with these requirements, the company must use the same accounting policy for all periods presented in its opening balance sheet and the first financial statement.

The first financial report of the enterprise according to the IFRS must contain the following:

- to the principle of reconciling the capital reflected in the report with the capital in accordance with the International Financial Reporting Standards on the date of transition to international standards in accordance with the previous generally accepted accounting principles and on the date of the end of the last period presented in the last annual financial report of the enterprise;
- reconciliation of total comprehensive income for the most recent period of the enterprise's most recent annual financial report. The starting point for such reconciliation shall be the total comprehensive income for the same period in

accordance with the previous generally accepted accounting principles or, if the company does not reflect this figure, the profit or loss in accordance with the previous generally accepted accounting principles;

- reconciliation of recognized impairment losses, if any.

If an entity uses a fair value measure as a notional starting value for property, plant, and equipment, investment property, or intangible assets in its initial IFRS statement of financial position, the entity's initial IFRS financial statements must disclose the following information for each individual item:

- amount of fair values;
- the amount of adjustments to the balance sheet values reflected in the report according to the previous generally accepted accounting principles.

An important question in the preparation of the first IFRS report is the choice of the method of preparation of the first report - whether to be carried out by our own department or by external IFRS consultants. When creating the IFRS department, it is necessary to determine what place this department occupies in the company. Ideally, this department should report directly to the financial director. This allows for independence in relation to this department, which is important in expressing the professional opinion of the specialists of the IFRS.

The preparation of the first IFRS financial statements implies the active interaction of various services of the company group (for example, the IFRS department with other departments and services), therefore it is important to coordinate the interaction of all services of the company group.

In order to control the deadlines for the submission of information on requests for the preparation of the first report, it is necessary to create a regulation detailing the procedure for the submission of information for the first report, the content of the submitted information and the responsibilities of the executives in the various departments. Disqualification of the work flow between the main department and divisions of the company can help to create a work flow scheme for the formation of the first report on IFRS. The main divisions of the company, information exchange schemes between divisions, deadlines for providing this information, responsible executives for each division should be graphically presented in the document circulation scheme. One of the important and necessary aspects of the preparation of the first report on IFRS is the development of accounting policies. The accounting policy is necessary in the formation of the first reports by all methods (transformation, parallel accounting, translation) .

Most of the methodological problems arise in the preparation of the introductory statement of financial position at the date of transition to IFRS. This is due to the need

to calculate many corrections to enter the data of the previous accounting system into the IFRS.

The greatest difficulties arise in the calculation of adjustments made to the financing of leases, in the calculation of provisions for doubtful debts from the date of transition to IFRS, in the reflection of long-term receivables and other debts in the discounted valuation.

Also, a large amount of data needs to be processed when forming explanations on fixed assets and intangible assets at the date of transition to the IFRS. From the date of transfer to the reporting date to the reporting date, there may be difficulties in testing the results of impairment of fixed assets and intangible assets, reflection of purchased securities and changes in their value in financial statements.[2]

Difficulties in carrying out impairment tests for fixed assets and intangible assets are related to the selection of the discount rate for calculating the discounted cash flows for the cash-generating unit. In the practice of preparing the financial statements of the first IFRS, the rate calculated on the basis of the weighted average cost of capital, the average rate on long-term loans and borrowings involved can be used to calculate the impairment loss.

The weighted average interest rate on debt funds is calculated on the basis of the interest rate under the contract and the share of the balance of the obligation under this contract on the reporting date in the total amount of liabilities on debt funds as of the reporting date.

The weighted average cost of capital is calculated based on the average cost of attracting debt funds to the group of companies, as well as the cost of the company's capital.

The cost of debt funds and the cost of capital must be multiplied by the share of debt and equity in the total amount of funds used for the operation of the group of companies. When calculating the cost of capital, the risk-free rate of return on deposits available in the market, the premium of investors for the risk of investing in a group of companies, and adjustment coefficients should be taken into account.

One of the first financial statement adjustments that first-time IFRS adopters have many questions about is the deferred tax adjustment. In order to calculate this adjustment, it is necessary to prepare a tax balance sheet for IFRS and compare its data with the statement of financial position for IFRS. IFRS uses the balance sheet approach to calculate deferred tax adjustments, while we use the statement of financial performance method.

The difference between the two methods of calculating deferred taxes is not always clear to NAS and accounting specialists for tax calculations, as a result of which

it can be difficult to get the tax balance on the day of transition to IFRS , as well as explanations to it.

Difficulties in preparing the first IFRS statements may also arise in reconciling intra-group turnover and balances at the date of transition to IFRS for comparative and reporting periods. Possible problems in the reconciliation of turnover and balance sheets within the group include the presence of shares, fixed assets, large amounts of cash, and the calculation and elimination of unrealized profits on reserves in transit between group companies. Reconciliation of turnover and balances within the group may cause problems due to the presence of documents that have not been executed by one of the group companies on the reporting date.

Before directly reconciling the turnover and balances in the first IFRS report, it is necessary to reconcile the accounts between the group companies according to NAS standards and sign the reconciliation documents between the group companies.

All outstanding intra-group transactions must be completed by calculating additional adjustments. When preparing the first consolidated financial statements under IFRS , it is also important to properly consider the requirements of IFRS-1 on business combination transactions.

CONCLUSIONS AND SUGGESTIONS. In companies that decide to switch to IFRS, the accounting policies of NAS and IFRS can be approximated to reduce the impact on the indicators of the financial statement. This reduces the amount of corrections in the first IFRS report.

Among the main methodological recommendations on the accounting policy for approximation of accounting in IFRS and NAS, the following can be distinguished:

- application of a unified methodology for creating reserves for receivables and loans issued;
- creation of reserves in NAS in accordance with the principles of IFRS;
- regular inventory stock taking, write-off of illiquid reserves;
- creation of a reserve for legal proceedings based on the principles of reserve of IFRS ;
- application of a uniform methodology for creating and restoring a reserve for unused vacations.

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ORGANIZATIONAL FOUNDATIONS OF THE DEVELOPMENT OF A HEALTHY AND CREATIVE ENVIRONMENT IN THE MANAGERIAL ACTIVITIES OF LEADERS

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ANNOTATION

Young specialists with the above qualities are trusted in the selection of personnel for leadership positions, and special attention is paid to finding capable, talented and talented young people for management activities, regular work with them, training and professional development.

Keywords. *Leader, management activity, leader quality.*

In the process of socio-economic reforms implemented in our country, the development of production, ensuring the economic stability of organizations and enterprises depends to a large extent on the quality of training leaders and specialists who meet the requirements of the time. Today, in the context of building a social economy, the formation of management skills is of special importance in the training of leaders, their qualification improvement and retraining.

Leading personnel play an important role in the effective implementation of public administration. The fate of the democratic changes implemented in the country depends to a large extent on the activities of the people in responsible positions in the state and government agencies, their attitude to work, human qualities and leadership skills. The leader differs from his predecessors in his loyalty to the motherland, dedication, justice, initiative, efficiency, perseverance, inquisitiveness, striving for innovation, demandingness, economic and legal literacy, spiritual maturity, ability to create a healthy and creative environment in the team. Young people with the above qualities and qualities are also selected for leadership positions. Trust is given to specialists, and special attention is paid to finding capable, talented and talented young people in management activities, working with them regularly, training and improving their skills.

Today, great importance is attached to people's living and working conditions, social issues and lifestyle. It is not for nothing that our honorable president called 2022 the year of "Glorification of human dignity and active neighborhood". The labor productivity of each employee, the effectiveness of his work depends more on his satisfaction with his work, his spiritual and cultural level, healthy and creative environment in the team, life and living conditions.

Nowadays, great importance is attached to the psychological factors in the management activities of the leaders. Social psychology lessons are held in training courses for managers and professional development courses. In many enterprises, the position of psychologist is included.

Bernard Shaw said that working in a team is a job; desire for work, and desire - rest, leisure. The normative view of the management system is "man - man", where "man" is meant as an object, and "collective" i.e. team work is distinguished as the subject of the team.

In the process of management, the leader should study each employee under his command, make a psychological diagnosis, have the characteristics of social observation, and be able to determine whether the capabilities of the employees are fully compatible with the work they are doing. One of the most important means of maintaining team cohesion and a healthy moral environment in it is the leader's communicability, i.e. maintaining all-round communication.

The functional task of the leader is primarily determined by the creation of a system of mutual relations in the joint activities of employees.

Qualitative aspects of the leader: adaptability, leadership, coordination of social functions; communication (openness in the relationship, the ability to persuade people, establishing business relations); Qualities such as resistance to stress are among the main characteristics of a leader.

In addition, scientists define 5 qualitative characteristics of a leader in team management in the following order: principledness, fairness, knowledge of the work, competence, demandingness and organizational characteristics.

Respect, reputation - attention is a unit of measure recognized by the society, it is manifested by recognizing and accepting the decisions made by the leader of the team as his own opinion and advice. One of the quality aspects of a leader is to deal with creative ideas put forward by the team, rather than with actions taken using his official position. This indicates the ability of the leader to create a healthy and creative environment in the team when managing educational institutions. Therefore, the leader should have a high level of prestige (respect) in accordance with his position and position.

Leadership is carried out more by influencing the team by being able to direct, convince, and gain confidence in it (democratic style), as well as by forcing through orders (autocratic style).

Success in leadership does not depend on the authority of the leader in terms of his position, but on his reputation - position, energy, extensive experience, extensive knowledge, talent, creation of a creative atmosphere in the team, and his intelligence. The democratic style of leadership, both in the centralized and decentralized management method, leads to an increase in production productivity through a creative approach, first of all, entrepreneurship, by solving entrepreneurial problems in a team way. What to do, how to be a good leader knows what to do, organizes the work correctly, can direct the team towards the goal and achieve an effective result.

Success in leadership activities depends on the leader's and the entire team's interest in work, increasing creativity through a healthy environment in the team, high-level organization, and striving to organize work in order to achieve the goal.

Another important characteristic of a leader is to clearly define the tasks of employees, to give them leadership powers and to achieve good results by managing them wisely.

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ТИББИЙ ТАЪЛИМ ЖАРАЁНИНИНГ ТАЛАБАЛАР ОРГАНИЗМИГА ТАЪСИРИ

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АННОТАЦИЯ

Дунёнинг турли давлатлари бўйича таълим тизимида назар солсак, тиббиёт олийгоҳи талабалари бошқа олий таълим муассасаларидаги талабаларга қараганда кўпроқ академик қийинчиликларга дуч келишади ва шу вазиятли ҳолатларни ечиш учун кўпроқ вақтини сарфлайди ва мана шу каби муаммолар уларнинг шахсий ҳаётида ҳам жисмоний ҳам ақлий статусига ўзининг таъсирини ўтказмасдан қолмайди. Мазкур мақолада тиббиёт университети талабаларининг кўп соатлик ўқув жараёнларининг натижасида уларнинг таълимдан кейинги ҳаётида талабалардан олинган маълумотлар асосида қандай ўзгаришлар бўлиши ҳақида ва бу жараённинг оқибатлари қандай эканлигига доир маълумотлар ёритилган.

Калит сўзлар: *кўп соатлик ўқитиш жараёни, тиббиёт университетлари, шахсий ҳаёт, академик қийинчилик, оқибатлари, таъсири.*

Долзарблиги: Тиббий таълимнинг мақсади билимли, моҳир ва профессионал шифокорларни жамиятда фаолият юритиши учун тайёрлашдир. Мазкур мақсадни амалга ошириш учун тиббиёт университетларининг махсус ўқув дастури ишлаб чиқилган бўлиб ушбу кенг қамровли дастур жуда кўплаб ўргатилиш керак бўлган билим ва кўникмаларни қамраб олинган.

Бутун дунёдаги ўқитиш тизимида назар солсак, айнан тиббиёт соҳасига жуда қаттиқ эътибор бериб унинг иш фаолиятини яхши назорат остига олиб бошқарилади. Бу бежизга эмас, чунки тиббиёт олийгоҳини битирган талабалар-булар бўлжак шифокорлардир. Улар ўз касбига маъсулиятли шахслар бўлиб етишиши керак ва бу борада уларга керакли кўникмаларни сингдириш

талабаларнинг ўқиш машғулотлари вақтидан бошлаш айтиш мумкин. Улар аҳоли соғлиғига жавобгар шахслар ҳисобланиб, жамиятнинг бир ажралмас муҳим бўғинидир. Бу эса ўз навбатида тиббиёт олийгоҳи талабаларининг аниқ шакллантирилган кўп жабҳаларни қамраб олувчи тизимда таҳсил олишини англатади. Тадқиқотлар шуни кўрсатадики, мана шундай дастурнинг ҳамма муҳим қисмларини ўрганиш учун эса талабалар куннинг бошланишидан баъзан тунгача билим олиш билан банд бўлишади. Бу ҳолат талабалар ўртасида жуда кўплаб қийинчиликларни юзага келтиради. Дастлаб уларда чарчоқ ҳисси пайдо бўла бошлайди ва улардаги сурункали чарчоқ уйқу билан боғлиқ бўлган муаммоларга секин аста олиб боради. Кўшимча равишда, талабаларда куннинг асосий вақтида ҳолсизлик ҳолатлари кузатилади ва бу ҳамма ҳолатлар талабаларда депрессияни келтириб чиқариши мумкин. Агарда бу ҳолатлар давом этса, талабаларнинг тиббий фанларни ўрганишга бўлган иштиёқи йўқолади. Санаб ўтилган эҳтимолий омиллар ичида айнан талабаларда уйқу билан боғлиқ бўлган муаммо энг долзарбларидан бири ҳисобланади ва жуда кўплаб изланишлар уйқунини ўрганиш ва хотира жараёнлари ўртасидаги боғлиқликни таъкидлаган бир пайтда, уйқусизликнинг талабаларнинг ўрганиш қобилияти ва академик кўрсаткичларига таъсирини етарлича таҳлил қилиниши керак бўлган мавзулардан бири бўлиб ҳисобланади.

Тадқиқотнинг мақсади ва вазифалари: тиббий олий таълим муассасасида ўқув жараёнининг талабалар организмига таъсирини, ўзига хос томонларини ўрганиш мақсадида қуйидаги вазифалар, яъни талабалар орасида кузатув, мақсадли саволномалар ўтказилди.

Тиббиёт университетларининг таълим жараёнини ташкил этишга бўлган ёндашуви бошқа олий таълим муассаларининг бу борадаги йўналишидан тубдан фарқ қилади. Тиббиёт университетларининг талабалари академик фаолияти натижасида баъзи бир сурункали касалликлар билан биргаликда уйқу билан боғлиқ бўлган муаммоларни орттириб олишади. Кўпгина тадқиқот ишлари шуни кўрсатадики, уйқунинг меъёрида бўлиши ҳар бир инсонга оптимал даражада фаоллик бағишлайди ва уйқу пайтида танангиз соғлом мия фаолиятини қўллаб-қувватлаш ва жисмоний соғлиғингизни сақлаш учун ишлайди. Унга кўра нормал ҳолатда инсон бир кунига 6-8 соат давомида ухлаши у учун қайта энергия тўплаб кейинги кундаги режаларини юқори активлик билан бажаришга имкон яратади. Лекин тиббиёт олийгоҳи талабаларининг кун тартиби бу нормаларга унчалик ҳам тўғри келмайди деган фикрда бўлишмоқда жамоатчилик ва баъзи талабалар. Биз изланишларимизнинг асосий мақсади тиббиёт олийгоҳларида мавжуд дарс жадвали талабаларга қанчалик қулай ёки қандай ноқулайликлар келтириб

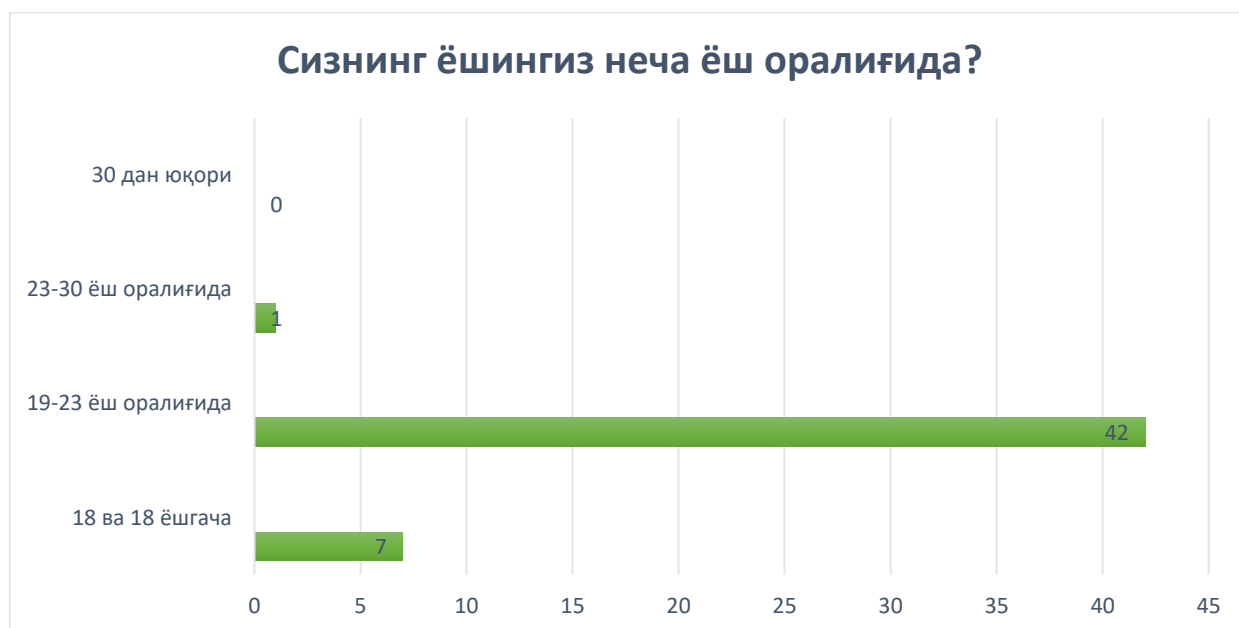
чиқариши мумкинлигини билиш холос ва шу мақсадда, Тошкент Кимё халқаро университетининг "Тибббietet мактаби" талабаларининг дарс жадвалини мисол қилиб олдик ва ушбу танланган ўқув машғулоти жадвали асосида бўлиб ўтадиган машғулотлардан кейин талабаларнинг кундалик ҳаёт тарзида қандай ўзгаришлар бўлганини сўровнома ўтказиш орқали ойдинлик киритдик.

Тадқиқот натижалари: тадқиқот давомида ўтказилган сўровнома натижасида олинган маълумотлар жуда ҳам эътиборга моликдир. 2023-йилнинг декабр ойида 50 нафар талабалар орасида олиб борган сўровнома натижаларига кўра тиббietet олийгоҳларида ташкил этилган дарс жадвали талабаларнинг фикрича ўзига хос нуқулайликга эга эканлиги яъни бу жорий жадвал талабаларнинг кунлик ҳаёт тарзида баъзи бир қийинчиликларни келтириб чиқариши таъкидланган.



1-расм. Талабаларнинг дарс жадвали ҳақидаги фикрлари.

Мазкур диаграммада ёритилган таҳлил натижаларига кўра, талаба ёшларнинг 50% га яқини дарс жадвалига мослашиш қийин деб ҳисоблашади ва бу уларга нуқулай шароитни яратади. Ушбу дарс жадвалининг қулай эмаслиги бир неча ижтимоий омиллар натижасида келиб чиқиши тадқиқот давомида ўрганилган. Талабаларнинг шахсий ҳаётида бўлган оилавий муаммолар натижасида уларнинг ўқиш кўрсаткичлари кундан кунга камайиб кетаётганлиги улар томонидан кўп таъкидланган. Яъни улар ўз муаммолари сабабли дарс машғулотларига тўлиқ тайёр бўлиб кела олмаслиги ва уларда бўлган кўп соатлик дарс жадвалига мослашиш уларга қийин бўлади.

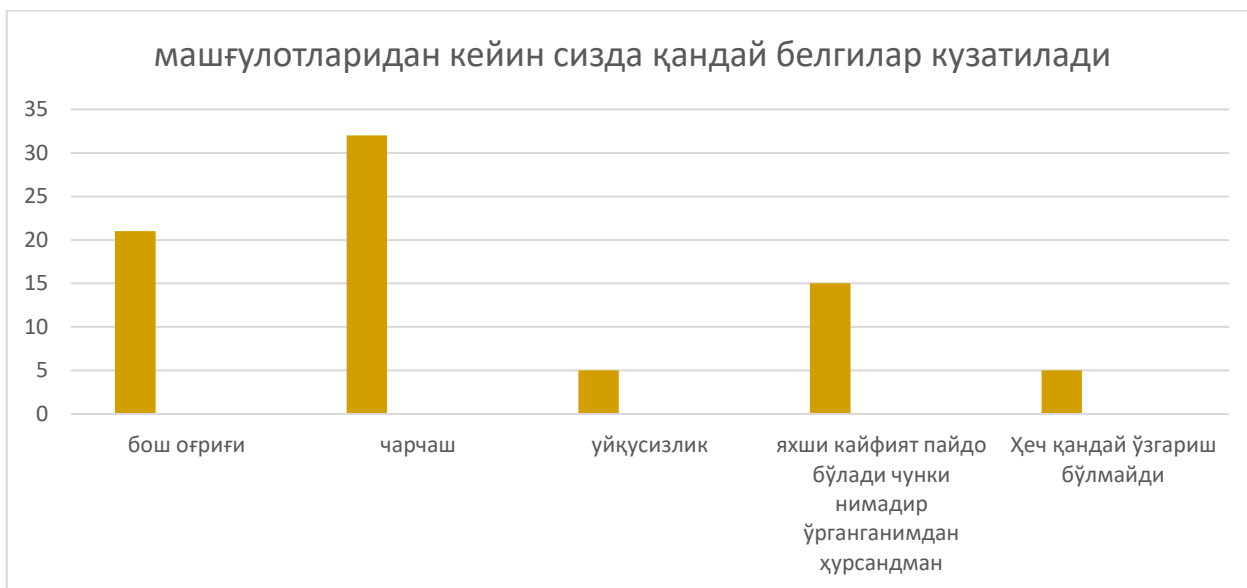


2-расм. Қатнашчиларнинг ёш кўрсаткичлари.

Талабаларнинг кўпчили эндигина мактабни битириб университетга кирган талабалар яъни 19 ва 23 ёш оралиғидаги талабалар ҳисобланади

Улар мактабда таҳсил олишаётган даврида ўзларининг университетларидаги каби кўп соатлик дарс жадвалида таҳсил олишмаган яъни куннинг ярмигача дарс машғулотларига қатнашиб қолган вақтларида ўзлари ёқтирган ҳар хил дарсдан ташқариги машғулотлар билан шуғулланишган. Лекин жаҳон миқёсида олиб борилган тадқиқотлар шуни маълум қиладики талаба ёшларнинг уларнинг ёшлик вақтида билим олиши уларга кенг имкониятлар эшигини очиб беради ва уларнинг дунё қарашини кенгайтиришга жуда катта ёрдам беради.

Талабаларнинг дарс машғулотлари тугаганидан кейин уларнинг жисмоний ҳолати қандай бўлиши ҳақида ҳам қизиқдик. Олинган маълумотлардан шу маълум бўлдики талабалар ўртасида чарчаш ва бош оғриғи энг асосий ва долзарб муаммолардан бири бўлиб ҳисобланган.



3-расм. Талабаларнинг машғулотлардан кейин қандай ҳис қилиши ҳақида.

Ундан ташқари талабаларнинг машғулотлардан кейинги эмоционал ҳолатлари ҳам таҳлил қилинди. Олинган маълумотлар асосида талабаларнинг 62% машғулотлар ўз якунига етганидан кейин ўзларини енгил ва хурсанд ҳолатни кузатганлар. Бу уларнинг елкасидаги юкдан озод бўлиб ҳеч қандай ғам ва кўнгилни хира қиладиган нарсаларнинг йўқлигининг ҳисобига деб таъкидланган.



4-расм. Талабаларнинг дарс машғулотларидан кейинги эмоционал ҳолати

Қўшимча тарзда биз талабалардан ўзларининг дарс машғулоти тугаганидан кейин кейинги куннинг вазифа ва топшириқларини бажариш учун қанча вақт сарфлаши ҳақида савол берганимизда уларнинг аксарияти яъни 52% кечаси 00:00 гача ва ундан ҳам ўтиб соат 02:00 гача банд бўлишларини 26% талаба таъкидлаб ўтишди.



5-расм. Талабаларнинг вазифаларини тугатиш вақти

Мазкур маълумотлар шундан далолат бердики, туннинг ухлаш учун энг зарур бўлган ва тана ўзини оптимал даржада қайта тиклаб олиши учун қулай бўлган вақтида талабалар ўзларининг топшириқ ва вазифаларини бажариш билан банд бўлишади. Талабаларнинг ухлаш учун меъеридан кам вақт сарфлаши яъни 6 соат ва баъзида ундан ҳам камлиги улар томонидан таъкидланди. Тўғри бази тадқиқотлар натижалари 6-8 соат ухлаш бу меъёр деб ҳисоблашади лекин 6 соат ухлаш сурункали давом этса ҳам жисмонан ҳам ақлан зўриқишга олиб келиши маълум. Шу билан бирга талабаларда мавжуд бўлган етарли даражада ухламаслик уларнинг академик кўрсаткичларига таъсир қилишини ўзлари ҳам таъкидлашди. Яъни улар уйқуга тўймаслик натижасида машғулотларни ўзлаштиришдан орқада қолишади ва бу эса кейинчалик яхши натижаларга эришишда тўсқинлик қилар экан. Сўровномамизда иштирок этган талабалардан биз қўшимча равишда улардаги уйқу билан боғлиқ бўлган муаммолар асосан нималар натижасида келиб чиқишини сўраганимизда улар асосан ушбу ҳолатни уларнинг университетда ўқитувчилар томонида берилган ҳамда ўзлари ўрганиши керак бўлган вазифаларини бажариш узок давом этиши билан боғлашди. Шу билан биргаликда талабалар орасида иштаҳанинг

йўқолишини ҳам айнан уйқуга тўймаслик билан боғлиқ деб ҳисоблашган. Лекин талабаларнинг таъкидлашича уларда мавжуд бўлган ҳафта охиридаги дам олиш кунлари уларга максимал даражада қайта энергия тўплаб янги ҳафтани юқори позитивлик билан бошлашга ёрдам берган.

Хулоса. Тиббиёт олий таълим муассасасида жорий этилган ўқув режа асосида ўқитилаётган фанларнинг сони ва олинадиган назарий, амалий билимларнинг ҳажми бўйича бошқа йўналишлардан фарқ қилиши билан бир қаторда, таълим жараёнида ўзига хос хусусиятларга яъни мустақил таълимга тикатта эътибор қаратилганлиги ва амалий кўникмаларни шакллантириш долзарб эканлиги билан ажралиб туради. Баъзи бир талабалар кўп соатлим дарс жадвалида ўқишига қарамасдан бу ўзларига ёқишини такидлашди чунки бу орқали ўзлари қанчалар маъсулиятли касб бўлмиш шифокорлик касбини танлаганини тушуниб етишганини такидлашди. Тиббиёт олий таълим муассасаларида жорий этилган дарс жадвали базида таҳсил олаётган талабаларга баъзи муаммоларни келтириб чиқаришига қарамай уларга фойдали жиҳатлари ҳам кам эмас. Чунки улар бўлажак шифокорлар ва уларга инсонлар ўз соғлигини ишониб топширишади шунинг учун улар ўзларининг бор куч ва ғайратини ишга солиб ўзларининг олдида турган бўлажак касбига улкан ғайрат ва маъсулият билан ёндашиши зарур.

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DIFFERENT ASPECTS OF TRADITIONAL AND ISLAMIC BANKING SYSTEMS IN MODERN FINANCIAL RELATIONS

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ABSTRACT

The article analyzes the features and characteristics of the Islamic banking system, which is widely popular today, compared to traditional commercial banks, and examines its importance in economic development.

Keywords: *traditional banks, islamic banking, monetary relations, islamic finance, inflation, percentage, risk, profit, loss.*

INTRODUCTION.

At the current stage of global development, the service sector is increasingly developing and becoming a locomotive sector of the global economy. Currently, the service sector accounts for an average of 60 %¹ of the world's gross domestic product. The increasing development of the service sector on a global scale indicates that people's need for services is increasing. In particular, we can cite as evidence that the level of demand for financial services is increasing year by year.

Today, new concepts and mechanisms are being widely implemented in the provision of financial services. One such system of financial relations is Islamic finance. According to our opinions, it is necessary to study this concept in financial relations and the peculiarities of traditional finance, their characteristics and their importance in ensuring the well-being of society. Here, let's dwell on the meaning of the concept of Islamic banking. "Islamic banking (Islamic finance) is a banking or financing activity that conforms to Sharia (Islamic law) and its practical application through the development of Islamic economics."²

¹ <https://www.statista.com>

² https://uz.wikipedia.org/wiki/Isлом_bank_ishlari_va_moliyasi

The main difference between the Islamic bank and the traditional banks is that it is based on Sharia rules. That is, the business approach of Islamic banks is developed in accordance with the principles of Sharia. They are Sharia-compliant institutions that do not accept riba (interest) in carrying out financial transactions. They are engaged in ensuring compliance with Sharia in the implementation of financing, following the principles of risk and profit sharing and carrying out financial transactions in accordance with Islamic laws. Traditional banking activity is aimed at earning money through interest, and it is not based on Sharia rules, but is regulated by the rules of the existing banking system in the country. Commercial banks are institutions that provide financing through interest during financial transactions. Their main goal is to study financing, improve investments, loans and other financial services.

Methodology

In the study, Islamic and traditional banking systems were comparatively analyzed using the methods of scientific abstraction, observation, comparison, and analysis, and their specific features were studied. Profitability levels of these banking systems were justified in ensuring the welfare of the society.

Analysis and results

Today, the importance of Islamic finance as an alternative to the world financial system is increasing, and the level of influence of Islamic banks is increasing. Here, let's look at the main differences between Islamic and conventional banking systems below (Table 1).

Table 1
The main differences between Islamic and traditional commercial banks

No		Traditional banks	Islamic banks
1.	Money	a product with a trade value and a source of exchange	medium of exchange.
2.	Percent	Depending on the term and purpose of the credit, interest is determined. The loan and its interest are collected in a strict order.	There is no concept of interest in the financing process.
3.	Risk	Loss sharing does not apply.	If the enterprise suffered a loss, the losses can be distributed.
4.	Effect on inflation	Goods and services are not available during the appropriation process. An expansion of money can cause inflation.	Goods and services are available at the time of fund transfer. Because money is not expanding, inflation does not occur.
5.	Source of income	Interest from loans is the main source of income	Profit from trade is the main source of income

CONCLUSION

Based on the above information, we can say that Islamic and traditional banking systems differ not only in their operational process, but also in their ideological views. Although traditional financial relations and the banking system have gained great importance in the life of our society until today, the growing popularity of Islamic financial relations and the development of the Islamic banking system create the basis for the formation of an inclusive monetary policy in the global financial market. This, in turn, leads to the development of a stable and balanced financial market that meets various financial and economic needs and supports ethical standards.

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THE ROLE OF DIGITAL MARKETING IN REVOLUTIONIZING THE TOURISM INDUSTRY OF UZBEKISTAN

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ABSTRACT

Digital marketing has emerged as a powerful tool for transforming the landscape of the tourism industry globally, offering unparalleled opportunities for destination promotion, visitor engagement, and industry growth. This article explores the pivotal role of digital marketing in revolutionizing the tourism industry of Uzbekistan. Through an analysis of current practices, challenges, and opportunities, the study illuminates the potential impact of digital marketing strategies on enhancing Uzbekistan's tourism sector. By leveraging insights from both global trends and local initiatives, this research contributes to a deeper understanding of how digital marketing can drive innovation and competitiveness within Uzbekistan's tourism industry.

Keywords: *Digital Marketing, Tourism Industry, Uzbekistan, Destination Promotion, Visitor Engagement, Industry Growth, Online Marketing, Tourism Development.*

INTRODUCTION:

The tourism industry serves as a vital component of Uzbekistan's economy, contributing significantly to revenue generation, employment opportunities, and cultural exchange. In recent years, the rapid advancement of digital technologies has revolutionized the way destinations market themselves and engage with travelers worldwide. Digital marketing, encompassing various online platforms and strategies, has emerged as a cornerstone of destination promotion, enabling destinations to reach a global audience with tailored messaging and immersive experiences.

Uzbekistan, with its rich cultural heritage, diverse landscapes, and historical significance, stands poised to capitalize on the potential of digital marketing to elevate its tourism industry to new heights. However, while the adoption of digital marketing tools and techniques has gained momentum globally, the extent to which Uzbekistan

has integrated these strategies into its tourism promotion efforts remains a subject of inquiry.

This article seeks to explore the transformative role of digital marketing in revolutionizing the tourism industry of Uzbekistan. By examining the current landscape, identifying challenges, and highlighting opportunities, this study aims to shed light on the potential impact of digital marketing strategies on enhancing destination visibility, visitor engagement, and industry competitiveness. Through a combination of theoretical insights and practical case studies, this research endeavors to provide actionable recommendations for policymakers, industry stakeholders, and marketing professionals to leverage digital marketing effectively for the advancement of Uzbekistan's tourism sector.

LITERATURE REVIEW:

The literature on the intersection of digital marketing and the tourism industry provides valuable insights into the evolving landscape of destination promotion and visitor engagement. Buhalis and Law (2008) highlight the transformative impact of information technology on tourism management, emphasizing the role of eTourism in reshaping industry practices and consumer behavior. Similarly, Gretzel et al. (2015) discuss the concept of smart tourism, emphasizing the integration of digital technologies to enhance the visitor experience and optimize destination management. In the context of Uzbekistan, the literature on digital marketing within the tourism sector is relatively scarce. However, studies on global tourism trends offer valuable perspectives for understanding the potential implications for Uzbekistan. For instance, the World Travel & Tourism Council (2022) provides insights into the economic impact of travel and tourism, offering a framework for assessing Uzbekistan's tourism performance in a global context.

METHODOLOGY:

Research Design: This study employs a mixed-methods approach, combining qualitative and quantitative techniques to gain a comprehensive understanding of the role of digital marketing in the tourism industry of Uzbekistan. Qualitative methods, such as interviews with industry experts and stakeholders, allow for in-depth exploration of perceptions, challenges, and opportunities. Quantitative data, including surveys and statistical analysis of online engagement metrics, provide empirical evidence to support the findings.

Data Collection: Primary data collection involves semi-structured interviews with key stakeholders in the Uzbekistan tourism industry, including government officials, tourism board representatives, and marketing professionals. Additionally, a survey

questionnaire distributed to tourists and travel enthusiasts provides insights into consumer preferences, online behavior, and perceptions of Uzbekistan as a tourism destination. Secondary data sources, such as industry reports, government publications, and online analytics tools, supplement the primary data collection efforts.

Data Analysis: Qualitative data from interviews are analyzed using thematic analysis techniques to identify recurring themes, patterns, and insights. Quantitative data from surveys are analyzed using statistical software to generate descriptive statistics, correlations, and regression analyses. Integration of qualitative and quantitative findings enables a holistic understanding of the role of digital marketing in the tourism industry of Uzbekistan.

RESULTS:

The analysis of qualitative and quantitative data reveals valuable insights into the role of digital marketing in revolutionizing the tourism industry of Uzbekistan.

Qualitative findings:

Interviews conducted with key owners underscore the increasing recognition of digital marketing as a crucial driver of tourism growth in Uzbekistan. Officials and employees emphasize the importance of digital platforms in promoting Uzbekistan's diverse cultural heritage and attracting international visitors (Interviewee A, 2024). Tourism industry representatives highlight the need for targeted digital marketing campaigns to showcase Uzbekistan's unique attractions and experiences to global audiences (Interviewee B, 2023).

Quantitative Findings:

Survey responses from tourists and travel enthusiasts corroborate the significance of digital channels in influencing travel decisions. Over 70% of respondents report using social media platforms to research travel destinations, with Instagram and Facebook being the most popular platforms (Survey Data, 2023). Additionally, a substantial majority of respondents express a preference for personalized digital content, such as destination videos and interactive maps, to inform their travel plans (Survey Data, 2023).

Integration of Findings:

The qualitative and quantitative findings converge to underscore the critical role of digital marketing in shaping the perception and promotion of Uzbekistan as a tourism destination. Government agencies and tourism stakeholders must prioritize investment in digital infrastructure and marketing capabilities to capitalize on the growing demand for online travel information and experiences. By leveraging digital platforms and innovative content strategies, Uzbekistan can enhance its competitiveness in the global tourism marketplace and attract a diverse range of visitors.

Implications and Recommendations:

The results of this study have significant implications for policymakers, tourism boards, and industry practitioners involved in destination marketing and promotion. To maximize the impact of digital marketing initiatives, stakeholders should collaborate to develop cohesive and targeted campaigns that resonate with key market segments. Furthermore, ongoing monitoring and evaluation of digital marketing performance metrics are essential to optimize resource allocation and measure the effectiveness of promotional efforts over time.

DISCUSSION:

The discussion section delves deeper into the implications of the study's findings, contextualizing them within the broader landscape of the tourism industry in Uzbekistan and offering insights into future directions for research and practice.

1. Digital Marketing as a Catalyst for Tourism Growth:

The results of this study highlight the transformative potential of digital marketing in driving tourism growth in Uzbekistan. By leveraging digital platforms and innovative content strategies, Uzbekistan can enhance its visibility and appeal to international travelers. The findings underscore the importance of digital marketing in shaping destination perceptions and influencing travel decisions, highlighting the need for strategic investments in digital infrastructure and marketing capabilities.

2. Collaboration and Partnership:

Effective digital marketing initiatives require collaboration and partnership among various stakeholders, including government agencies, tourism boards, industry associations, and private sector enterprises. The study emphasizes the importance of stakeholder engagement and alignment in developing cohesive and targeted marketing campaigns that resonate with key market segments. By fostering collaboration and sharing best practices, Uzbekistan can leverage collective expertise and resources to maximize the impact of digital marketing efforts.

3. Personalization and Customization:

The study findings reveal a growing demand for personalized digital content among travelers, underscoring the importance of customization in destination marketing. Tailored content, such as destination videos, interactive maps, and virtual tours, can provide immersive experiences that resonate with travelers' interests and preferences. By harnessing data analytics and consumer insights, Uzbekistan can develop personalized marketing strategies that engage and inspire prospective visitors, driving increased tourism demand and expenditure.

4. Monitoring and Evaluation:

Continuous monitoring and evaluation are essential components of effective digital marketing strategies. The study highlights the importance of measuring key performance metrics, such as website traffic, social media engagement, and conversion rates, to assess the effectiveness of promotional efforts and optimize resource allocation. By adopting a data-driven approach to marketing decision-making, Uzbekistan can enhance the efficiency and effectiveness of its digital marketing initiatives, ensuring maximum return on investment.

5. Future Research Directions:

While this study provides valuable insights into the role of digital marketing in the tourism industry of Uzbekistan, several avenues for future research merit exploration. Future studies could investigate the impact of specific digital marketing channels and tactics on destination awareness, visitor satisfaction, and destination loyalty. Additionally, comparative analyses of digital marketing strategies across different tourism destinations could offer valuable benchmarking insights and best practices for Uzbekistan's tourism industry.

In conclusion, the discussion underscores the transformative potential of digital marketing in shaping the future trajectory of Uzbekistan's tourism industry. By embracing digital innovation, fostering collaboration, and prioritizing data-driven decision-making, Uzbekistan can position itself as a leading tourism destination in the global marketplace.

CONCLUSION

In conclusion, this study has examined the role of digital marketing in revolutionizing the tourism industry of Uzbekistan. The findings underscore the transformative potential of digital marketing in driving tourism growth, enhancing destination visibility, and shaping visitor perceptions. Through a combination of qualitative and quantitative analyses, the study has highlighted the importance of strategic investments in digital infrastructure, content development, and marketing capabilities to capitalize on the opportunities presented by the digital landscape.

Collaboration and partnership among stakeholders are essential for the effective implementation of digital marketing initiatives. By fostering cooperation among government agencies, tourism boards, industry associations, and private sector enterprises, Uzbekistan can leverage collective expertise and resources to develop cohesive and targeted marketing campaigns that resonate with key market segments.

Personalization and customization emerge as key themes in destination marketing, with travelers expressing a growing demand for tailored digital content. By

harnessing data analytics and consumer insights, Uzbekistan can develop personalized marketing strategies that engage and inspire prospective visitors, driving increased tourism demand and expenditure.

Continuous monitoring and evaluation are critical for optimizing digital marketing strategies and measuring their impact. By adopting a data-driven approach to marketing decision-making, Uzbekistan can enhance the efficiency and effectiveness of its digital marketing initiatives, ensuring maximum return on investment.

As Uzbekistan seeks to position itself as a leading tourism destination in the global marketplace, the insights generated by this study offer valuable guidance for policymakers, tourism stakeholders, and industry practitioners. By embracing digital innovation, fostering collaboration, and prioritizing data-driven decision-making, Uzbekistan can unlock the full potential of digital marketing to drive tourism growth, economic development, and sustainable tourism practices.

In summary, the findings of this study underscore the transformative power of digital marketing in shaping the future trajectory of Uzbekistan's tourism industry. By embracing digital innovation and leveraging strategic partnerships, Uzbekistan can position itself as a leading destination in the global tourism marketplace, offering unique and immersive experiences to travelers from around the world.

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TA'LIM TIZIMIDA YOSH MUTAXASSISLARNING KASBIY ADAPTATSIYA JARAYONINING PSIXOLOGIK XUSUSIYATLARI

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ANNOTATSIYA

Yosh mutaxassislarning boshqaruv faoliyatiga moslashuvida kasbiy adaptatsiya jarayoni, ta'lim tizimida katta ahamiyatga ega bo'lgan bir mavzu hisoblanadi. Bu jarayon, yosh mutaxassislarning ta'lim tizimiga kirishidan boshlab, ularni muvaffaqiyatli boshqaruv faoliyatiga tayyorlashda o'ziga xos ahamiyatga ega bo'lgan bosqichlarda o'tdi. Bu maqolada, kasbiy adaptatsiya jarayonining aniq bosqichlari va uning boshqaruv faoliyatiga o'ziga xos roli, muhimliklar va mustahkamlash yo'llari ko'rib chiqiladi.

Kalit so'zlar: *O'z-o'zini mustahkam his qilish, ma'lumotlarni samarali o'rganish, ish faoliyatida malakali bo'lish, ishga joylashishning zaruriyati, komandada hamkorlik qilish, talaba, yosh mutaxassis, profesional rivojlanish.*

ABSTRACT

The process of professional adaptation in the adaptation of young professionals to management activities is a topic of great importance in the educational system. This process, starting from the entry of young professionals into the educational system, took place in stages that were of particular importance in preparing them for successful management activities. This process, starting from the entry of young professionals into the educational system, took place in stages that were of particular importance in preparing them for successful management activities. In this article, specific stages of the process of professional adaptation and its specific role in management activities, importance and ways of strengthening are considered.

Key words: *Strong sense of self, effective learning of information, competence in work, need for employment, cooperation in a team, student, young specialist, professional development.*

Ma'lumki, yosh mutaxassislarning ta'lim tizimiga kirishda birinchi qadam, o'zgarishlar bilan tanishishdir. Yangi muhitga ishonchli kirish uchun ular odamlar orasida aloqasi bo'lgan mentorlarni izlashlari kerak. Yosh mutaxassislarning muhim ahamiyati shundan iboratki ta'lim tizimiga kirish jarayonida yosh mutaxassislarning mehnat jarayoniga moslashishlari ahamiyatlidir. Ular so'nggi yangilanishlarni o'rganib, o'zlarini rivojlantirish uchun hamma imkoniyatlardan foydalanishlari kerak.

Kasbiy adaptatsiya nima?

Kasbiy adaptatsiya – bu yangi vazifalarga va muhitga tez va samarali engal qilishni o'rganish va boshlash jarayoni. Yosh mutaxassislarning muhit bilan to'g'ri aloqada va ishonchli his etishlari uchun zarur.

Yosh mutaxassislarni boshqarishning ahamiyati: Yosh mutaxassislarni boshqarishning o'ziga xos xususiyatlari.

Yosh mutaxassislarni boshqarishda sabr va tawfiq, ularning o'zini rivojlantirishiga yordam beradi. Boshqaruvchilar bu yosh talabalarga yordam bera oladigan, sog'liqni saqlab turishiga yordam etadigan mentorlar bo'lishi lozim.

Boshqarishning umumiy tartibi

Yosh mutaxassislarni boshqarishda, ularning talabalar bilan munosabatlarini mustahkamlash, jismoniy va ruhiy sodir bo'lgan muammo va zararlarni oldini olish uchun tartibni saqlash juda muhimdir.

Kasbiy adaptatsiya jarayonining bosqichlari: Qabul qilish va tartiblash

Kasbiy adaptatsiya jarayonining birinchi bosqichi - qabul qilish va tartiblash. Yangi vazifalarni o'rganish, o'z vaqtini to'g'ri boshqarish va ishonchli ishlash foydali bo'ladi.

Amaliyot va o'quv mashg'ulotlari

Kasbiy adaptatsiya jarayonining keyingi bosqichi - amaliyot va o'quv mashg'ulotlari. Bu jarayonda o'rganilgan bilim va ko'nikmalar amaliyotga aylanadi va yangi vazifalarni bajarishga o'rganiladi. Bu jarayon samarali va oson bo'lishi lozim.

Boshqaruv faoliyatiga kasbiy adaptatsiya jarayonining o'ziga xos roli

Bu jarayon davomida, yosh mutaxassislarning boshqaruv faoliyatiga moslashish uchun muhim bo'lgan qiyofa olish va tahlil qilish jarayonlari o'ziga xos ahamiyatga ega bo'ladi. Bu, mutaxassisning o'zini nima yo'qotishiga tiqilishiga va qaysi sohada qo'llab-quvvatlashi kerakligiga yo'l ochadi.

Qabul qilish va amalga oshirish

Kasbiy adaptatsiya jarayoni boshlanganida, qabul qilish va amalga oshirish muhim vazifalardan biridir. Yosh mutaxassis, o'rganish va mustaqil ishlash davomida o'ziga kerak bo'lgan bilim va ko'nikmalarini qabul qilish va ularni amalga oshirish yordamida boshqaruv faoliyatida muvaffaqiyatga erishishi mumkin bo'ladi.

Tugallanish va natijalar: Yosh mutaxassislarning o‘zlashtirilishi

Kasbiy adaptatsiya jarayoni tugaganda, yosh mutaxassislarning o‘zlashtirilishi va rivojlanishi jarayonning muhim natijalaridan biridir. Bu, mutaxassisning professional mahorati va boshqaruv bilimlari bo‘yicha o‘zlashtirishga ahamiyatli o‘zgarishlar kiritadi.

Boshqaruv faoliyatining darajasini oshirish

Boshqaruv faoliyatiga kasbiy adaptatsiya jarayoni tugaganda, mutaxassisning boshqaruv faoliyatining darajasini oshirishi kutiladi. Ular muvaffaqiyatga erishish uchun o‘zlashtirilgan bilim va ko‘nikmalarini amalga oshirish orqali yangi vazifalarni bajarishga tayyor bo‘ladi.

Keyingi bosqichlar va takliflar: Ta’lim tizimini yanada rivojlantirish

Kasbiy adaptatsiya jarayonining muvaffaqiyatli tugagandan so‘ng, ta’lim tizimini yanada rivojlantirish kritik ahamiyatga ega bo‘ladi. Bu, yosh mutaxassislarga o‘zlarini mustahkamlash uchun ko‘rsatilayotgan o‘quv-uslubiy usullarni va resurslarni takomillashtirish orqali ularning o‘zlashtirish va boshqaruv bilimlarini yanada rivojlantirishni amalga oshiradi.

Kasbiy adaptatsiya jarayonini mustahkamlash

Keyingi bosqichlar va takliflar, kasbiy adaptatsiya jarayonini mustahkamlash va yosh mutaxassislarni qo‘llab-quvvatlashni maqsad qiladi. Boshqaruv sohasidagi yangiliklarga mos kelish, o‘zlashtirilgan bilim va ko‘nikmalarni kengaytirish, va o‘z mutaxassislik sohasida yutuqlarini orttirish uchun qadriyatlarni o‘zlashtirish jarayonini yanada takomillashtirish uchun talab qilinadi.

Demak kasbiy adaptatsiya jarayonining yosh mutaxassislarni boshqaruv faoliyatiga muvaffaqiyatli qilish uchun tanqidiy muhimlikdagi ahamiyatini ochish muhimdir. Ta’lim tizimiga muvaffaqiyatli kirish, kasbiy adaptatsiya jarayonining aniq bosqichlari va boshqaruv faoliyatiga o‘ziga xos roli, yosh mutaxassislarni boshqarishda rivojlantirish, o‘zlashtirish va amalga oshirish uchun keng imkoniyatlarni ochadi. Keyingi bosqichlarda ta’lim tizimini yanada mustahkamlash va kasbiy adaptatsiya jarayonini kuchaytirish uchun qadam qo‘yish muhimdir.

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ODAM SAVDOSI MUAMMOSI YECHIMLARIGA PSIXOLOGIK YONDASHUV XUSUSIYATLARI

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ANNOTATSIYA

Odam savdosi qurbonlari og'ir kechinmalar tufayli beqaror salbiy fikrlar va his-tuyg'ularga ega bo'lib, atrofidagi vaziyatlarning haqiqiy holatini aks ettirmaydi; odam xavotirni boshdan kechiradi, qo'rquvga duchor bo'ladi, o'zini past baholaydi, qadrsizlik va aybdorlik tuyg'ularidan aziyat chekadi. O'ziga nisbatan depressiv norozilik hissi turli xil og'riqli ko'rinishlar, vaqti-vaqti bilan paydo bo'ladigan o'z joniga qasd qilish fikrlari, o'z joniga qasd qilish harakatlari yoki o'z joniga qasd qilishning maxsus rejasi bilan kuchayishi mumkin. Maqolada psixolog maslahatchining odam savdosi qurbonlari bilan psixoterapevtik faoliyati tahlil qilinadi.

Tayanch iboralar: konsultant shaxsi, xavotirlik, shaxs, emotsiya, stress, ta'sir etish, qo'zg'aluvchablik, terapiya, anglash.

ANNOTATION

The modern citizen is one of the main participants of the fundamental changes taking place in our life, he is a specialist with mature and deep knowledge in all aspects. The article analyzes the psychocorresional activity. In the context of socio-economic stability, there is an increase in migration around the world, which increases the instability of stable emotional states, which are an important element of consciousness in victims of human trafficking. In critical situations, people feel the need for psycho-emotional safety, and the increase in this need leads to a disturbance in their emotional state, i.e., anxiety, mood swings, and emotional distress. Changes in the emotional sphere are one of the most common causes of deviations in mental development and cause a significant amount of difficulties in the life process. In this case, the victims of human trafficking have unstable negative thoughts and feelings, which do not reflect the true state of the situation around them; a person experiences anxiety, fear, low self-esteem, feelings of worthlessness and guilt. The article analyzes the psychotherapeutic activity of a psychological consultant with victims of human trafficking.

Key words: consultant's personality, anxiety, personality, emotion, stress, affect, excitability, therapy, awareness.

Odatda, odam savdosidan jabrlanganlarga yordam ko'rsatuvchi tashkilotlar odam savdosidan jabrlanganlarning himoyachisi sifatida ish olib borishlari, ularga huquqiy masalalar yuzasidan tegishli maslahatlar berishlari, tibbiy yordam ko'rsatishlari va davlat organlari bilan bu borada doimiy aloqada bo'lishlari lozim. Aynan mana shunday ishlarni amalga oshirish uchun tuzilgan nohukumat tashkilotlari mavjud. Amalda esa ular ko'pincha odam savdosiga qarshi kurashning oldingi qatorida turib harakat qilishlariga to'g'ri kelmoqda. Dastlab ularning ko'pchiligi og'ir ahvolga tushib qolgan ayollarga va muhojirlik masalalari bo'yicha qiynalayotgan insonlarga yordam ko'rsatish maqsadida tuzilgan edi. Nodavlat tashkilotlarining esa bu boradagi olib borayotgan faoliyati odam savdosidan jabrlanganlarga davlatlar tomonidan jiddiy e'tibor berilishida katga rol o'ynadi. Ularning ayrimlari bir qator davlat arboblari va huquqni muhofaza qiluvchi organlar xodimlarining e'tiborini bu masalaga qaratishga va unga qarshi kurashda shaxsan ipggirok etishlariga muvaffaq bo'ldilar. Juda ko'p davlatlarda odam savdosiga qarshi kurashda nodavlat tashkilotlari bilan davlat organlarining hamkorligi yaxshi yo'lga qo'yilgan va bu o'zining samarasini berayotir. Masalan, ayrim hollarda nodavlat tashkilotlarining vakillari politsiya bilan birga odam savdosidan jabrlanganlar joylashgan obektlarga birga chiqmoqdalar. Bu esa o'z navbatida jabrlanganlarning o'zlariga nisbatan bunday jinoyatni sodir etgan shaxslarga nisbatan ko'rsatma berishlarida muhim ahamiyat kasb etmoqda.

Bundan tashqari, ko'pgina nodavlat tashkilotlari aholi o'rtasida targ'ibot-tashviqot ishlarini olib borishda ham faol harakat qilmoqsalar. Bu esa odam savdosi bilan bog'liq murakkab vaziyatlarni oldini olishda katta rol o'ynamoqda.

Odam savdosiga qarshi kurashning eng samarali usullaridan biri bu — xalqaro hamkorlik bo'lib hisoblanadi. Ushbu hamkorlikni tashkil qilish uchun avvalo milliy huquqiy mexanizmlar ishlab chiqilishi lozimdir. O'zaro xalqaro xatti-harakatlar va xalqaro hamkorliklarsiz chegaralarni kesib o'tuvchi pinhoni savdo-sotiq, ayniqsa, odam savdosi kabi turli jinoyatlarni bartaraf etib bo'lmaydi.

Shuning uchun davlatlar transmilliy jinoyatlarga qarshi kurashda bir-birlariga o'zaro yordam berishlari lozimdir.

Ikki tomonlama, mintaqaviy va xalqaro miqyosdagi kelishuvlar sonining ortishi shuni ko'rsatmoqdaki, huquqni muhofaza qiluvchi va sud organlarining hamkorligi orqali transmilliy jinoyatlarga qarshi samarali kurash olib borish mumkin. Shuni alohida ta'kidlash kerakki, o'zaro huquqiy yordam ko'rsatish, jinoyatchilarni ushlab berish borasida tuzilgan maxsus shartnomalar, ikki tomonlama kelishuvlar ayrim hollarda o'zining samarasini berayotgan bo'lsa-da, BMT tomonidan qabul qilingan bir necha konvensiyalar davlatlar uchun odam savdosi bilan bog'liq muammolarni hal etishga qaratilgan milliy qonunchilikni yaratishda xalqaro huquqiy baza bo'lib xizmat

qiladi. Shu bilan birga mazkur konvensiyalar odam savdosining turli ko‘rinishlariga qarshi kurashda o‘zaro hamkorlik qilishni xohlagan davlatlar uchun o‘ziga xos huquqiy asos ham hisoblanadi. Bu borada eng muhim hisoblangan konvensiyalarga:

BMTning transmilliy uyushgan jinoyatchilikka qarshi Konvensiyasi;

Odam savdosi bilan bog‘liq muammolarni hal etishga jidsiy qaror qilgan davlatlar buning uchun «Uyushgan jinoyatchilik to‘g‘risida»gi Konvensiya va u bilan bog‘liq bo‘lgan «Odam savdosi to‘g‘risida»gi Bayonnoma va muhojirlar to‘g‘risidagi Bayonnomaning ratifikatsiya qilish va amalga oshirish lozim ekanligini anglab yetmoqdalar.

«Uyushgan jinoyatchilik to‘g‘risida»gi Konvensiya transmilliy jinoyatchilikka qarshi kurashning umumiy qoidalarini belgilab bersa, yuqorida tilga olingan ikki Bayonnoma ushbu jinoyatlarga qarshi kurashning aniq masalalariga bag‘ishlangandir. Mazkur bayonnomalarning har biri Konvensiya bilan birgalikda qo‘llanishi lozim.

«Uyushgan jinoyatchilik to‘g‘risida»gi Konvensiya va odam savdosi to‘g‘risidagi bayonnoma minimal standartlarni belgilab beradi. Ishtirokchi-davlatlar ushbu standartlar doirasida harakat qilishlari lozim. Shunday bo‘lsa-da, sharoit taqozosiga ko‘ra ular bundan boshqa choralarni ham qo‘llashlari mumkin. Masalan, odam savdosi to‘g‘risidagi milliy qonunchilikda bu boradagi jinoyatlar odam savdosi to‘g‘risidagi Bayonnomaning 3-moddasi a) bandida ko‘rsatilganidek belgilanishi lozim, lekin milliy qonun chiqaruvchi organ tomonidan boshqa jinoyat harakatlari ham bu ro‘yxatga kiritilishi mumkin.

«Uyushgan jinoyatchilik to‘g‘risida»gi Konvensiya va odam savdosi to‘g‘risidagi bayonnoma davlatlar uchun odam savdosi bilan bog‘liq muammolarni kompleks darajada hal qilish imkonini beradi. Bu muhim ahamiyat kasb etadi, chunki odam savdosi bilan bog‘liq harakatlari uyushgan jinoyatchilikning bir ko‘rinishi xolos. Ya‘ni, bu jinoyat shug‘ullanayotgan jinoyat guruhlari nafaqat odam savdosi, balki boshqa turdagi jinoyatlar, masalan, muhojirlarni noqonuniy olib kirish, narkotiklar, qurol-yarog‘ savdosi kabi jinoyatlar bilan ham shug‘ullanadilar. «Uyushgan jinoyatchilik to‘g‘risida»gi Konvensiya bu boradagi jinoyat-qidiruv va tergov harakatlarini hattoki, boshqa davlatlar hududida ham olib borish imkonini beradi.

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TALABALARNI VARIATIV TAHDIDLARDAN HIMOYALASH MEZONLARI VA KO'RSATKICHLARI

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***Annotatsiya:** Ushbu maqolada hozirgi globalshuv davrida yoshlarning ma'naviyatiga salbiy ta'sir ko'rsatayotgan variativ tahdidlar, talabalarni variativ tahdidlardan himoyalash mezonlari va ko'rsatkichlari yoritib berilgan. Shuningdek, ushbu variativ tahdidlardan talabalarni himoyalashda milliy va umuminsoniy qadriyatlar, ta'lim-tarbiya jarayoni, xalq pedagogikasi, sog'lom ijtimoiy muhitning o'rni, talabalarni variativ tahdidlardan himoyalash vazifalari ko'rsatib berilgan.*

***Kalit so'zlar:** variativ tahdid, milliy va umuminsoniy qadriyatlar, ta'lim-tarbiya jarayoni, xalq pedagogikasi, sog'lom ijtimoiy muhit, oila, davlat va jamiyat.*

КРИТЕРИИ И ПОКАЗАТЕЛИ ЗАЩИТЫ СТУДЕНТОВ ОТ РАЗЛИЧНЫХ УГРОЗ

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АННОТАЦИЯ

В данной статье освещаются различные угрозы, оказывающие негативное влияние на моральное состояние молодежи в современную эпоху глобализации, а также критерии и показатели защиты студентов от различных угроз. Также в защите студентов от этих различных угроз показаны национальные и общечеловеческие ценности, образовательный процесс, общественная педагогика, роль здоровой социальной среды, задачи защиты студентов от различных угроз.

***Ключевые слова:** переменная угроза, национальные и общечеловеческие ценности, образовательный процесс, народная педагогика, здоровая социальная среда, семья, государство и общество.*

CRITERIA AND INDICATORS FOR PROTECTING STUDENTS FROM VARIOUS THREATS

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ABSTRACT

This article highlights various threats that have a negative impact on the morale of young people in the modern era of globalization, as well as criteria and indicators for protecting students from various threats. Also, in protecting students from these various threats, national and universal values, the educational process, public pedagogy, the role of a healthy social environment, and the tasks of protecting students from various threats are shown.

Key words: *variable threat, national and universal values, educational process, folk pedagogy, healthy social environment, family, state and society.*

Ma'lumki, shaxs sifatida o'z-o'zini shakllantirayotgan, jamiyat rivojida qaysidir ma'noda ishtirok etayotgan talabalar ma'naviyatini yuksaltirish o'ta nozik, qiyin, mas'uliyatli masala hisoblanadi. To'g'ri, talabalar tarbiyasiga o'zbek xalqi barcha davrlarda jiddiy yondashib kelishgan. Biroq biz tarbiyalayotgan talabalar boshqa davrlardan farqli o'laroq, yuksak texnologiyalar, imkoniyatlar, turli g'oyalar, bir so'z bilan aytganda, ham salbiy, ham ijobiy xususiyatlar ega bo'lgan bir zamonda yashamoqdalar. Shunga ko'ra yoshlarimizni har qanday yot, begona tahdidlardan himoyalash har birimizning burchimiz hisoblanadi.

Talabalarni variativ tahdidlardan himoyalashning manbalari quyidagilardan iborat: milliy va umuminsoniy qadriyatlar, ta'lim-tarbiya jarayoni, xalq pedagogikasi, sog'lom ijtimoiy muhit va hokazolar. Ushbu manbalar talabalarni ichki tahdidlardan himoyalashda alohida ahamiyatga ega bo'lib, ularga tayanmasdan jarayonni amalga oshirish mumkin emas. Ya'ni:

1. Milliy va umuminsoniy qadriyatlar – insonparvarlik, axloqiylik kabi g'oyalardan tashkil topganligi va asrlar sinovidan o'tib, talabalar tarbiyasiga samarali ta'sir ko'rsatish kuchiga ega ekanligi bois mazkur manbadan foydalanish hayotiy zaruriyatdir. Shubhasiz, milliy va umuminsoniy qadriyatlar ruhida tarbiyalangan talabalar ichki va tashqi tahdidlarga berilmaydi, e'tiqodi mustahkam, fidoyi, vatanparvar, mehnatsevar, ma'naviyati yuksak, axloqli avlod bo'lib voyaga yetadi.

2. Ta'lim-tarbiya jarayoni - shaxs shakllanishi va rivojlanishida mazkur manbaning o'zni nihoyatda katta. Negaki, ta'lim-tarbiya jarayonidagina shaxsning tabiat va jamiyat haqidagi dunyoqarashi, intellektual salohiyati, ma'naviyati, hayotiy emotsiyalari, e'tiqodi, qadriyatlarini, tafakkuri, qobiliyati, nutqi hamda jismoniy rivojlanishi yuksalib boradi. Shu bilan birga, mazkur jarayonda shaxs jamiyatda o'z o'rniga ega bo'la boshlaydi.

3. Xalq pedagogikasi yuqori tarbiyaviy ta'sir kuchga egaligi va hayotiy, ijtimoiy masalarning yechimini o'zida aks ettirganligi bilan qadr-qimmatga ega manba hisoblanadi. Xalq pedagogikasi, ayniqsa, talabalarning ma'naviy-axloqiy tarbiyasiga kuchli ta'sir o'tkazib, ularda oila va vatanga nisbatan mehr-muhabbat, o'ziga bo'lgan ishonch, mardlik va jasurlik, fidoyilik, saxiylik, oliyjanoblikni tarbiyalaydi [2; 155-b.].

4. Sog'lom ijtimoiy muhit - boshqa manbalar qatori shaxs tarbiyasida sog'lom ijtimoiy muhitning ahamiyati nihoyatda muhim. Qachonki, shaxsni o'rab turgan muhit har tomonlama sog'lom bo'lsagina, talabalar o'z e'tiqodlari va qarashlaridan adashmaydilar hamda o'z oldilariga yuksak maqsadlar qo'yib, kelajak sari dadil qadam tashlaydilar. Aks holda nosog'lom muhit yoshlar hayotini izdan chiqaradi, jamiyatda o'g'rilik, kashandalik, firibgarlik kabi illatlar ko'payadi. Sog'lom muhitda kishilar o'rtasidagi munosabatlar o'zaro hurmat va ishonch asosida quriladi. Zero, sog'lom oila va sog'lom mahalla, sog'lom jamiyat davlatning mustahkamligini, farovonligini ta'minlab beradi.

Talabalarni variativ tahdidlardan himoyalashning tizimini aniqlab olish muhim, ya'ni talabalarni variativ tahdidlardan himoyalashga kimlar, qaysi tashkilotlar mas'ul va uning vazifalari nimalardan iborat.

Demak, bu tizimda davlat, jamiyat, oila, ta'lim muassasasi, mahalla, jamoatchilik tashkilotlari ishtirok etadi va ular o'rtasidagi integratsiya ta'minlanishi kerak. Ta'kidlash joizki, bu tizim elementlari o'z vakolatlari doirasida barcha ishlarni to'laqonli bajarishlari va o'zaro bog'liq, bahamjihat faoliyat olib borishlari lozim. Masalan, oila nafaqat ta'lim muassasasi bilan, balki mahalla, jamoat tashkilotlari kabi tizimda ishtirok etuvchilar bilan hamkorlik qilishi shart. Ayni vaqtda esa, oila va ta'lim muassasasi o'rtasida integratsiya mavjud. Umuman olganda, tizim elementlarining har biri o'z oldiga alohida vazifalar qo'yimgo'i darkor, xususan:

Oila - jismoniy va ruhiy sog'lom, ma'naviy-axloqiy fazilatlarga ega yoshlarni tarbiyalash bilan birga, ularni har qanday mafkuraviy g'oyalar tahdididan himoyalash hamda ularda sog'lom turmush tarzini tarkib toptirish vazifasini bajaradi. Shu bilan birga, oila azaliy qadriyatlarga asoslangan holda yoshlarda turli tahdidlarga qarshi immunitetni hosil qilishda ishtirok etadi. Ayniqsa, oila talabalar ongi va amaliy

faoliyatiga turli yo‘l va usullar yordamida ta’sir ko‘rsatib, ijtimoiy faol, mustaqil fikrlovchi, biron-bir kasb egasini tarbiyalashni o‘z zimmasiga oladi.

Davlat va jamiyat talabalarning huquqiy, iqtisodiy va siyosiy muhofazasini amalga oshiradi. O‘z vakolati doirasida talabalarni turli tahdidlardan himoyalash chora-tadbirlarini ishlab chiqadi va amaldagi ijrosini nazorat qiladi. Talabalarning ta’lim olishi, sport bilan shug‘ullanishi, madaniy dam olishi, davlat imtiyozlaridan foydalanishining huquqiy imkoniyatlarini kengaytiradi. Eng muhimi davlat va jamiyat ijtimoiy buyurtmachi hisoblanadi.

Mahalla - davlat va jamiyat talablari asosida talabalarni oilaviy hayotga tayyorlashda ishtirok etadi. U talabalarni milliy va umuminsoniy qadriyatlar ruhida tarbiyalash, ularning bo‘sh vaqtini mazmunli tashkil etish, ishsizlik va talabalar o‘rtasidagi ko‘ngilsiz holatlarning oldini olish hamda talabalarni turli ma’naviy tahdidlardan himoyalashda oila, IIB va jamoat tashkilotlari bilan hamkorlikni amalga oshiradi.

OTM - talabalarning kasbiy tayyorgarligini amalga oshirish bilan birga, ularda ilmiy, siyosiy, axloqiy, mafkuraviy dunyoqarashni shakllantiradi. Shu bilan birga, u talabalarning bo‘sh vaqtini mazmunli tashkil etish, sog‘lig‘ini mustahkamlash, turli ichki va tashqi tahdidlardan himoyalash mexanizmlarini ishlab chiqadi hamda amalda qo‘llaydi. Shuningdek, oliy ta’lim muassasasi talabalarini ichki va tashqi tahdidlardan himoyalash tizimidagi asosiy ijrochi hisoblanadi.

Jamoat tashkilotlari - talabalarni ijtimoiy hayotga tayyorlash, ularning tashabbuskorligini qo‘llab-quvvatlash, huquqiy madaniyatini shakllantirish, tibbiy bilimlarini rivojlantirish, ijtimoiy va moddiy qo‘llab-quvvatlashni amalga oshiradi. Shu bilan birga, jamoat tashkilotlari ham talabalarni turli tahdidlardan himoyalash ishlarida ishtirok etadi.

Ushbu tizim elementlarining vazifalariga e’tibor qaratadigan bo‘lsak, ularning vazifalari o‘rtasidagi umumiy bog‘liqlik mavjud. Albatta, shunday bo‘lishi ham darkor. Zero, maqsad talabalarni vatanning fidoyi va tashabbuskor, mustaqil fikrlaydigan, e’tiqodi mustahkam shaxslarga aylantirish.

Biz taklif etayotgan modulda talabalarni ichki tahdidlardan himoyalashning shakllari, metodlari, yo‘llari, usullari aks etgan. Demak, bular quyidagilar:

Talabalarni variativ tahdidlardan himoyalash shakllari, albatta, shu kunga qadar talabalarga ta’lim-tarbiya berish jarayoni bir necha shaklda amalga oshirilib kelinmoqda. Bugungi kunga kunga kelib, uning yangi shakllari davr ehtiyojiga ko‘ra yaratilmoqda. Shunday ta’lim-tarbiya shakllaridan biri masofaviy ta’lim shakli. To‘g‘ri, masofiy ta’lim an’anaviy ta’lim-tarbiya berish shaklidan keskin farq qilsa-da, biroq uning o‘ziga xos imkoniyatlari mavjud. Mobil ta’limda bilim olish ko‘proq

talabani qanchalik tarbiyalanganlik darajasi bilan bog'liq desak, adashmaymiz. Ya'ni masofaviy ta'lim olish jarayonida ham talabalarning turli tahdidlar ta'siriga berilib ketish xavfi yuqori. Shu sabab biz pedagoglar ta'limni tashkil etishning bunday shakllaridan foydalanganimizda talabalarga internet va boshqa vositalardan foydalanish madaniyatini o'rgatishimiz, faqat bilim olish lozimligini qayta-qayta uqtirishimiz darkor. Albatta, bu jarayonda moduldagi tizimlar integratsiyasi o'z vazifasidagi ishlarni bajarishi darkor. Shu bilan birga masofaviy shakldan foydalangan holda, talabalar o'rtasida ichki tahdidlardan himoyalash mavzusidagi ko'rik-tanlov va ko'rgazmalarni o'tkazish maqsadga muvofiq. Bular "Biz tashabbuskor yoshlarmiz", "Odam savdosi-davr muammosi", "Biz terrorizm va diniy ekstremizmga qarshimiz", "Internet va men" kabi mavzulardagi maqolalar, insholar, rasmlar ko'rik-tanlovlar bo'lishi mumkin.

Talabalarni ichki tahdidlardan himoyalash yo'llari esa quyidagilar: davra suhbatlari, bahs-munozaralar, uchrashuvlar, ma'ruzalar, sayohatlar va boshqalar.

O'z navbatida himoya metodlari ham mavjud bo'lib, ularga quyidagilar kiradi: "Kontseptual jadval", "Assesment", "Insert", "Aqliy xarita", "Motivatsion rolik" va boshqalar.

Demak, biz taklif etayotgan modelda talabalarni ichki tahdidlardan himoyalash maqsadi, tamoyillar, manbalar, tizim, shakllar, usul va boshqalar aks etgan bo'lib, ular biz tadqiq etayotgan muammo samaradorligining oshishiga olib keladi.

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O‘Q OTISH VA UNI O‘QITISH USLUBIYOTI FANINI OLIB BORISHDA PSIXOLOGIK KUZATUV TADBIRLARINI TASHKILLASHTIRISH VA O‘TKAZISH

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Annotatsiya: Ushbu maqolada “O‘q otish va uni o‘qitish uslubiyoti fani mashg‘ulotlarida psixologik kuzatuv tadbirlarini tashkillashtirish va o‘tkazish” mavzusida ilmiy izlanish olib borilgan. Ushbu ilmiy izlanish doirasida jangovar vaziyatning harbiy xizmatchilarga ta’siri o‘rganilgan. Bundan tashqari, taktik bo‘g‘indagi bo‘linmalarning keskin vaziyatlarda o‘q otar qurollarni qo‘llashning o‘ziga xos xususiyatlari bo‘yicha tadqiqotlar olib borilmoqda.

Kalit so‘zlar: Taktik o‘q otish, yaqin janglar, o‘q otar qurollar, keskin vaziyatlar, ahloqiy-ruhiy tayyorgarlik, jangovar immunitet.

Annotation: Following article represents a scientific study which was carried out on the basis of the topic “Organization of psychological observation activities in practical shooting session”. Within the framework of this scientific research the influence of the combat cases on military personnel was studied. In addition, research is being carried out on the peculiarities of firearms use in acute situations of units in the tactical link.

Key words: Tactical shooting, close combat, firearms, tense situations, moral and spiritual training, combat immunity.

Аннотация: В данной статье проведено научное исследование на тему “Организация и проведения психологических наблюдательных мероприятий по пулевой стрельбе”. В рамках данного научного исследования изучалось влияние боевой обстановки на военнослужащих. Кроме того, ведутся исследования особенностей применения огнестрельного оружия в сложных ситуациях подразделениями тактического звена.

Ключевые слова: Takticheskaya stryelba, blizhniy boy, ognestrelnoye oruzhie, napryazhennye situatsii, moralno-duhovnaya podgotovka, boevoy immunitet.

Mamlakatimizda mustaqillik yillarida amalga oshirilgan keng ko‘lamli islohotlar milliy davlatchilik va suverenitetni mustahkamlash, xavfsizlik va huquq-tartibotni kuchaytirish, davlatimiz chegaralari daxlsizligi va jamiyatda qonun ustuvorligini, inson huquqi va erkinliklarini, millatlararo totuvlik va diniy bag‘rikenglik muhitini ta‘minlash uchun muhim poydevor bo‘ldi, xalqimizning farovon hayot kechirishi, fuqarolarimizning bunyodkorlik salohiyatini ro‘yobga chiqarish uchun zarur shart-sharoitlar yaratildi.

O‘zbekiston Respublikasi Qurolli Kuchlarida jadal islohotlar olib borilishi davrida harbiy kadrlarning professionallik darajasini oshirishni etarli darajadagi jangovar shaylikni saqlashni eng zarur shartlaridan biri deb hisoblaydi. Qurolli Kuchlar o‘quv yurti ofitseri, chaqiriqqacha harbiy ta‘lim o‘qituvchisi kabi shaxslar, o‘quv tarbiya jarayonida asosiy shaxs hisoblanadi, ular amaliyotda asosiy didaktik prinsiplar, ta‘lim berish va tarbiyalashning shakl va usullarini amalga oshiradi.

O‘zbekiston Respublikasi Hukumati va Mudofaa vazirligi ofitserlar tarkibining psixologik – pedagogik tayyorgarligiga quyidagi talablarni qo‘yadi:

- uzviy komponentni birligi, ishga tashabbuskorlik bilan va ijodiy yondashish;
- ijtimoiy - siyosiy, tarbiyaviy jihatlarni hisobga olishni bilish;
- insonlarga turmushda namuna bo‘lish, ularning talab va ehtiyojlarini bilish;
- sabot bilan qo‘shinlarni boshqarish san‘atini egallash, oqilona tashabbuskorlik ko‘rsatish, ilmiy-nazariy saviyasini oshirish, jangovar va siyosiy tayyorgarlikni, qo‘shinlar jangovar shayligini va harbiy intizomni yuksaltirishda o‘z hissasini qo‘shish;

- bevosita o‘quv poligonlarida doimiy ravishda o‘rganish va boshqalarga o‘rgatish, zamonaviy jangovar texnika va qurollarni sabot bilan egallash;

- bo‘ysunuvchilar bilan sidqidildan ishlash, ularni o‘rgatish va tarbiyalash hamda otalaracha g‘amxo‘rlik ko‘rsatish;

- harbiy mojarolar hamda qurolli to‘qnashuvlar tajribalarini o‘rganib chiqish va o‘z amaliy faoliyatida uni ijodiy qo‘llashga intilish. Ushbu talablarni bajarish har bir harbiy xizmatchidan bilim, saviya va kuchli ruhiy tayyorgarlikni talab etadi.

Hozirgi kunga kelib mintaqamizda globallashuv jarayonlari kuchayib, tinchlik va barqarorlikka qarshi yangi tahdid va xatarlar tobora ko‘payib borishini kuzatishimiz mumkin. Bunday murakkab va tahlikali vaziyat jangovar tayyorgarlik yo‘nalishidagi mavjud muammolarni tanqidiy baholab, uni zamon talablari asosida takomillashtirishni taqozo etmoqda.

Harbiy psixologiya va pedagogika – psixologiyaning tarkibiy qismlaridan biri bo‘lib, harbiy xizmatchilarning individual va ommaviy ravishda jangovar harakatlarga

tayyorgarlik ko‘rish va olib borish jarayonida sodir bo‘ladigan psixologik muammolarni o‘rganuvchi fan hisoblanadi.

Harbiy psixologiya va pedagogika – fan sifatida XX asr boshlarida qurolli kuchlar shaxsiy tarkibini tanlash, o‘qitish va lavozimlarga tayinlash uchun ommaviy tadqiqotlar olib borish natijasida paydo bo‘ldi.

Jangovar vaziyat insonni stress holatiga ta‘sirini o‘rganishda alohida o‘rin tutadi.

Harbiy xizmatchilarning jangovar harakatlar olib borishda ishtiroki asosan uchta muhim sabablarga bo‘linadi:

keng ijtimoiy sabablar (vatanga muhabbat, dushmanga bo‘lgan nafrat, harbiy burchga sadoqat);

jamoaviy–guruhiy sabablar (jangovar o‘rtoqlik, bir-birini qo‘llash, guruhning nafratiga uchrash);

yakka-shaxs sifatida sabablar (ajralib turishga intilish, mukofotga sazovor bo‘lish, o‘z imkoniyatlarini sinab ko‘rish, moddiy manfaat ko‘rish).

Askarlardagi qo‘rquv, vahima va sarosimalar ularni qurolni samarali qo‘llashga sezilarli ta‘sir ko‘rsatadi.

Jangda askarni noma‘lumlik qo‘rqitadi. Askar jangda ustalik bilan mohirona jang qila olmasligining sabablaridan biri, u mashg‘ulotlarda harakatlarini mexanik tarzda yodlab olgan (rolni yomon o‘ynaydigan aktyor kabi) va vaziyatdan kelib chiqib shaxsiy tashabbuskorlik ko‘rsatish va yuzaga kelgan kutilmagan vaziyatlar, falokatli onlarda to‘g‘ri qaror qabul qilish lozimligini unutgan bo‘lishi mumkin.

Mashg‘ulotlar davomida nishongacha bo‘lgan masofani aniqlashda harbiy xizmatchilar 5 foiz xatoga yo‘l qo‘ysa (400 metr masofada 20 metrga teng), jangovar vaziyatlarda 10-20 foiz yetadi (400 metr masofada 80 metrga teng).

Rus-yapon urushi davrida har bir o‘ldirilgan askarga o‘rtacha 25-50 tagacha o‘q sarflangan bo‘lsa, Birinchi jahon urushida o‘q otish samaradorligi 3-5 foizni tashkil etgan. Ikkinchi jahon urushida esa har bir o‘ldirilgan askar uchun o‘rtacha 10 dona o‘q sarflangan bo‘lsa, XX asrning mahalliy urushlarida 50 taga yetdi. V‘etnam urushida esa AQSH askarlari tomonidan 200-400 o‘q sarflashga majbur bo‘lgan. Buning asosiy sababi o‘q otishga tayyorgarlikning past darajada ekanligi emas balki, harbiy xizmatchilardagi qo‘rquv va jangovar vaziyatni to‘liq idrok etmasligidadir.

AQSHlik mutaxassislarning xulosasiga ko‘ra 90 foiz harbiy xizmatchilar jangda aniq ko‘rinishga ega bo‘lgan qo‘rquvni his etadilar. Ularning 25 foizida qo‘rquv, ko‘ngil aynishi, qayt qilish, va boshqa holatlar kuzatiladi. Taxminan 30 foiz harbiy xizmatchilar jangdan oldin, 35 foizi jang davomida va 16 foizi jangdan so‘ng qo‘rquvni his etadi. Harbiy xizmatchilarning faqat 20-25 foizi jangda zarur bo‘lgan faollikni

mustaqil tarzda bajaradilar (aniq mo'ljalga olib o'q uzish, jang maydonida manyovr qilish va h.k.).

Nemis olimi Ye.Dinter ta'kidlashicha harbiy xizmatchilarning jangovar harakatlarga moslashishi jarayoni taxminan 15-25 kun davom etadi va shundan so'ng ruhiy-psixologik imkoniyatlarning eng cho'qqisiga chiqadi. Dushman bilan bevosita to'qnashuvlarning 30-40 kunida ruhiy va jismoniy kuchlarda charchash belgilari kuzatiladi.

Agar jangning 45 kundan so'ng jangchi front ortiga yuborilmasa u o'zining psixofiziologik imkoniyatlariga ko'ra jangovar imkoniyatlarini yo'qotadi. Jangovar harakatlarda uzluksiz ishtirok etuvchi 98 foiz harbiy xizmatchilarda 35 kundan so'ng ruhiy tartibsizlik sodir bo'ladi.

Bundan tashqari, shaxsiy tarkibning psixologik holatiga ularning jang davomidagi hayoti va faoliyati (uyqu, ovqatlanish, ob-havo sharoiti, notanish bo'lgan joy) salbiy ta'sir ko'rsatadi.

Ikkinchi jahon urushi davrida AQSH harbiy xizmatchilarining bir qismida ruhiy tartibsizlik sababli safdan chiqish holati kuzatilgan bo'lsa, bu ko'rsatkich 1950-1953 yillarda Koreyada, 1965-1973 yillarda V'etnamda, 2003-2011 yillarda Iroqda, 2001-2021 yillarda Afg'onistonda ancha katta miqdorga yetdi. Ayniqsa tungi yoki ko'rinishi cheklangan sharoitlarda bunday yo'qotishlar ikki barobar ko'payishga olib keldi.

Jangovar harakatlar tahlili shuni ko'rsatmoqdaki, jismoniy va ruhiy tayyorgarlikka ega bo'lgan harbiy xizmatchilar jang davomida o'zlarini a'lo darajada his etib, jangovar vazifani muvaffaqiyatli bajarishga hissa qo'shmoqdalar.

Bu borada Bobokalonimiz buyuk sarkarda Amir Temur bundan 600 yil oldin o'zining «Temur tuzuklari» da shunday misralar qoldirgan, -“Tajribamda ko'rilgankim, azmi qat'iy, tadbirkor, hushyor, jang ko'rgan, mard, shijoatli bir kishi mingta tadbirsiz, loqayd kishidan yaxshiroqdir”.

Yuqoridagilardan xulosa qilib ko'plab davlatlar armiyalarida harbiy xizmatchilarning tayyorgarligini jangovar harakatlarga yaqinlashtirilgan vaziyatlarda mashg'ulotlarni tashkillashtirish va olib borish yo'lga qo'yildi.

Jangovar harakatlarga xos bo'lgan hodisalar o'z ichiga quyidagilarni olishi mumkin:

O'q uchishi, turli snaryad va minalarni portlashi, yarador bo'lish, sherigi tanasining o'q tegib yoki portlash natijasida yarador yoki parchalanib halok bo'lishi, tinch aholi vakillari bo'lgan yosh bolalar, qariyalar yoki ayollarning parchalanib halok bo'lishi va ularning jasadlari, jangovar texnikalarning ishdan chiqishi yoki butunlay yakson etilishi, binolar va uylarning vayron bo'lishi, o'q-dori va snaryadlar va boshqa vositalar tutunlari, kuchli shovqin, tuproq yoki qum uyumining bosib qolishi, yong'in

chiqishi, turli darajadagi kuyish jarohatini olish, ko'p qon yo'qotish, o'q-dori va snaryadlar tugab qolishi, uzoq vaqt qor uyumi yoki nam, loy yerda qolish, sog'ligining yomonlashishi (tana harorati ko'tarilishi, bosh, bel, bo'yin, oyoq va ichki organlaridagi og'riqlar), ochlik yoki tashnalik va hokazolar.

Yuqoridagilardan ko'rinib turibdiki, jangning dahshatli manzaralari insonning ko'rish, eshitish, tam va hid bilish hamda teri sezgisi orqali ta'sir etadi. Albatta tinchlik davrida bunday urushning dahshatli manzaralarini 100 foiz yaratish mushkul, lekin ulardan ayrimlarini o'q otish mashqlarini olib borish davomida yaratish va harbiy xizmatchilarimizda jangovar immunitetni shakllantirish va mustahkamlash maqsadida qo'llash mumkin.

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KORPORATIV TADBIRLARNING O‘ZIGA XOS JIHATLARI VA TURLARI

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Annotatsiya. *Maqolada ommaviy tadbirlarning muhim tadbir turlaridan hisoblangan korporativ tadbirlar haqida, uning turlari va jamoadagi xodimlarga qanday ijobiy ta’sirlar ko’rsatishi, shu bilan birga tadbirni tashkillashtirishdan kutiladigan afzalliklar va natijalar haqida ma’lumotlar keltirilgan.*

Kalit so‘zlar: *Korporativ tadbirlar, xodim, jamoa, kompaniya, biznes, trening, ziyofat.*

Аннотация. *В статье рассматриваются корпоративные мероприятия как важные виды общественных мероприятий, их разнообразие, положительное влияние на сотрудников в коллективе, а также преимущества и результаты, ожидаемые от организации таких мероприятий.*

Ключевые слова: *Корпоративные мероприятия, сотрудник, команда, компания, бизнес, обучение, вечеринка.*

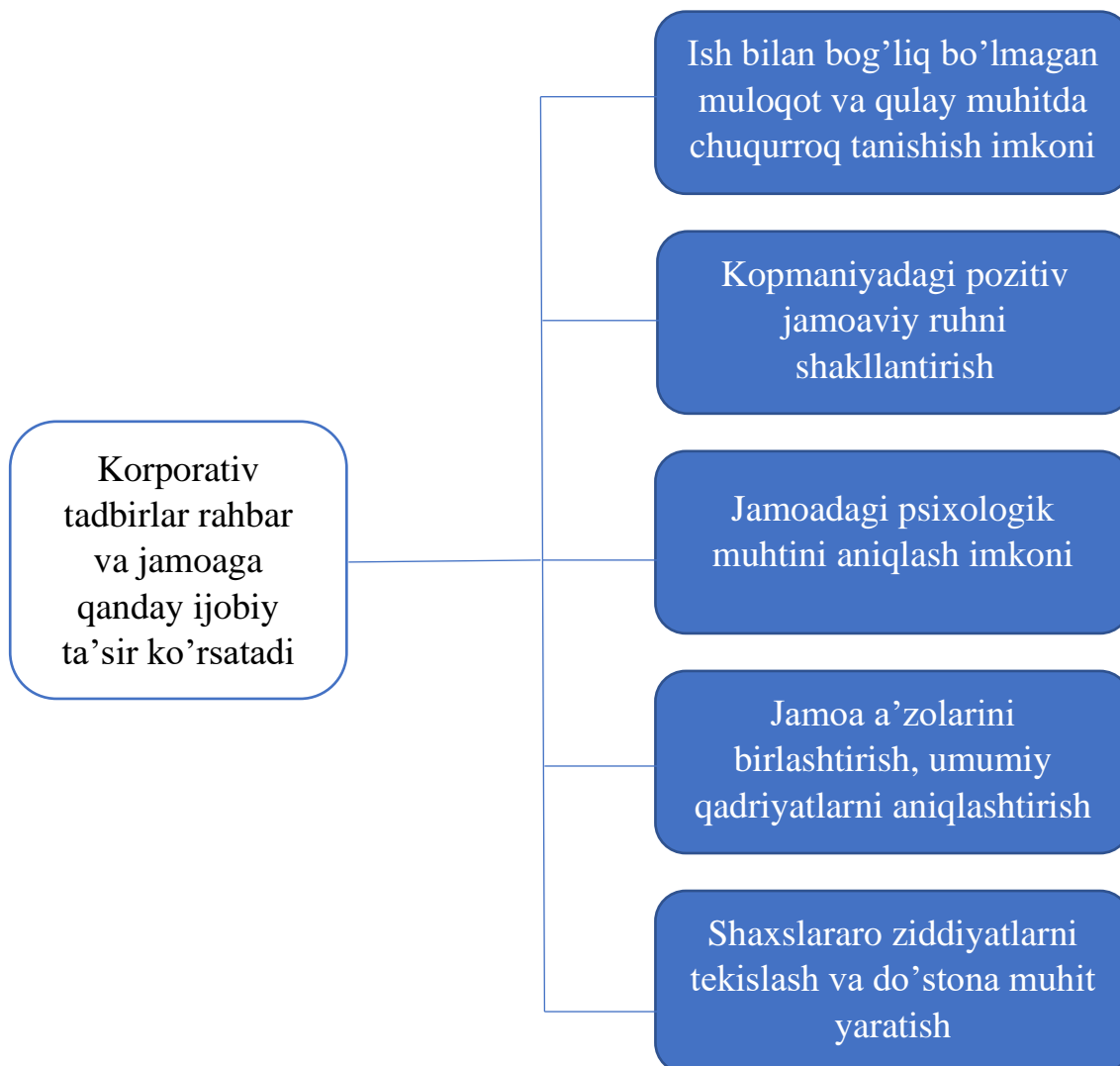
Abstract. *The article discusses corporate events as important types of public gatherings, their variety, positive impact on employees within the community, as well as the benefits and outcomes expected from organizing such events.*

Keywords: *Corporate events, employee, team, company, business, training, party.*

"Korporativ tadbirlar" – bu xodimlarni birgalikda vaqt o‘tkazishlariga, ularni birlashtirishga va bir-birlarini yaxshiroq bilishga yordam beradigan barcha jarayonlardir. Jumladan, ziyofatlar, sayohatlar, sport musobaqalari, kasb tadbirlari ularning asosiylaridan hisoblanadi [1].

Korxonada jamoaning faoliyati faqat mehnat bilan cheklanmaydi, balki odamlar bir-biri bilan muloqot qiladilar, rasmiy yoki shaxsiy asosda birlashadilar. Ularni birlashtirish va ijobiy jamoaviy ruhni shakllantirish uchun maxsus tadbirlar kerak. Shu asosda korporativ tadbirlarning qanday turlari borligini va ular qanday formatlarda optimal tarzda o‘tkazilishini ko‘rib chiqish lozim.

Korporativ tadbirlarni uch turga bo'lish mumkin. Bunda bitta korporativ tadbir bir nechta maqsadlarni ko'zlagan holda xarakteristikalarini bo'yicha ikki yoki uchta turga mos kelishi mumkin. Bunday holda, korporativ tadbirning gibridd turi haqida ta'kidlash o'rinlidir [4].



1-grafik. Korporativ tadbirlarning rahbar va jamoaga ijobiy ta'sirlari

Birinchi turi. Trening tadbirlari.

Ikki guruh muammolarini hal qilish orqali jamoaning eng samarali ishini ta'minlashga qaratilgan:

- o'rgatish, ya'ni maxsus bilimlarni berish, kengaytirish va chuqurlashtirish;
- kompaniyaning biznes jarayonlarida zarur bo'lgan ko'nikmalarni rivojlantirish.

Masalan, savdo xodimi mijozlar bilan muloqot qilishi kerak. Bunday mas'uliyat bilan u mahsulotlar va ularni sotish shartlari haqida to'liq ma'lumotga ega bo'lishi o'rinlidir. Shuningdek, ushbu sahifadagi mutaxassis taklifni tomoshabinlar uchun iloji boricha qiziqarli va tushunarli tarzda taqdim eta olishi, e'tirozlarga xotirjam javob berishi va salbiy tomonlarini tenglashtirishi kerak. Ya'ni, insonga ham sof professional, ham umumiy hissiy ko'nikmalar kerak. Ushbu ehtiyojdan kelib chiqib, mijoz korporativ trening variantlarini tanlashi mumkin.

Birinchi turdagi korporativ tadbirlarning senariysi mukammal ishlanishi, tadbirning rasmiy va ko'ngilochar qismlari aniq ajratib olinishi kerak. Buni qilish juda qiyin bo'lsa-da, uni amalga oshirish zarur hisoblanadi. Ushbu muammoni hal qilishning eng samarali usuli - shunga o'xshash loyihalar bilan muntazam shug'ullanadigan va dasturni yetarlicha rasmiy va ishbilarmonlik aloqalarini samarali tashkil etish uchun yuqori malakali mutaxassisni jalb qilishdir [2].

Bunday tadbir faqat biznes (forum, biznes treningi va boshqalar) yoki norasmiy maqsadlarda tashkil etilishi mumkin, lekin shunga qaramay bu tadbirlar jiddiy maqsadlarni (biznes o'yini, professional mavzu bo'yicha qidiruv va boshqalar) ko'zda tutadi.

Ikkinchi turi. Bayramlar.

Bu xodimlar uchun korporativ tadbirlarning eng qiziqarli turlaridan biridir. Bunday tadbirlarning maqsadi quyidagilarga mo'ljallangan:

- jamoani xursand qilish;
- yoqimli dam olish;
- norasmiy muloqot qilish.

Biroq, yaxshi tashkil etilgan bayram jamoaning birligi va xodimlarning korporativ boshqaruvga va umuman korxonaga sodiqligini oshirish muammosini ham muvaffaqiyatli hal qiladi.

Ushbu turdagi korporativ tadbir davlat va kasb bayramlarini, kompaniya va xodimlar hayotidagi muhim sanalarni, masalan, kompaniya yoki uning rahbarining yubileyini, xodimga faxriy unvonni berishni va hokazolarni nishonlashga yordam beradi.

Uchinchi turi. Jamoa tuzish.

Tashkilotlardagi ushbu turdagi korporativ tadbirlarda asosiy maqsad jamoani shakllantirishdir. Jamoa qurish natijasida hamkasblar bir-birini yaxshiroq bilishi, o'zaro tushunishi, yetakchilarni aniqlab olishlari va harakatlarini bir maqsadda muvofiqlashtirishlari mumkin bo'ladi.

Odamlar o'rtasidagi aloqalarni mustahkamlash tufayli jamoa birlashadi, kompaniyada maxsus korporativ madaniyat shakllanadi va bu tashkilotning ishi va imidjiga foydali ta'sir ko'rsatadi.

Hech qanday holatda kompaniya xodimlarini korporativ tadbirlarda qatnashishga majburlamaslik kerak. Bu fakt ongsiz ravishda xodimlarda ichki norozilikni keltirib chiqaradi. Ushbu tadbirni tashkil qilishda menejerning niyatlari qanchalik yaxshi bo'lmasin, kompaniya xodimlarining ishtiroki ixtiyoriy bo'lishi kerak. Bu ularga o'zlarini erkin his qilishlariga imkon beradi, bu esa xodimlarning ko'proq ochilishiga va yashirin qobiliyatlari va imkoniyatlarini ko'rsatishiga yordam beradi. Ishchi xodimlarning fikr va istaklarini tinglash juda muhim, bu butun jamoada do'stona va ishonchli munosabatlarni o'rnatish va saqlashga yordam beradi [3].

Korporativ tadbirlar tashkillashtirish turiga ko'ra bir qator guruhlariga bo'lingan:

1. Ziyofat tadbirlari. Ular dastur va ko'ngilochar tadbirlarga ega bo'lgan ziyofat bo'lib, jamoani shakllantirish maqsadiga xizmat qiladi. Odatda restoranlar va banket zallarida o'tkaziladi.

2. Shahardan tashqari tadbirlar. Ular ko'pincha shahar atrofidagi pansionatlarda, mehmonxonalarda yoki oddiygina tabiatda o'tkaziladigan sport musobaqalari bo'lib, jamoani shakllantirish va xodimlarning yashirin qobiliyatlarini aniqlashga qaratilgan.

3. Oilaviy voqealar. Ular bayramni ifodalaydi, uning o'ziga xos xususiyati tashkilot xodimlarining oila a'zolarini taklif qilishdir. Bunday bayramning afzalligi ish va oila o'rtasidagi ziddiyatni yumshatish uchun hisoblanishi mumkin.

4. Kontseptual faoliyat. Ular korporativ afsonaga e'tibor qaratib, katta byudjetga ega bo'lgan keng ko'lamli bayramni ifodalaydi.

5. Taqdimot. Yangi bo'lim, filial va boshqalarni ochish va yangi mahsulotlarni chiqarishga bag'ishlangan. Buning asosi - sheriklar, mijozlar va matbuotga e'tibor [5].

Xulosa. Umuman olganda, korporativ tadbirlar zamonaviy kompaniyalar hayotining ajralmas qismi bo'lib, jamoaviy ruhni shakllantirish, xodimlarning motivatsiyasini oshirish va kompaniya brendini mustahkamlashda asosiy rol o'ynaydi. Bunday tadbirlarning asosiy turlariga konferentsiyalar, seminarlar, treninglar, korporativ partiyalar va jamoaviy tadbirlar kiradi. Ularning har biri o'ziga xos xususiyatlarga va maqsadlarga ega, ammo umumiy xususiyat - bu ish muhitini yaxshilash va kompaniyaning umumiy maqsadlariga erishish istagi. Korporativ tadbirlarni rejalashtirishdagi xilma-xillik va moslashuvchanlik kompaniyalarga o'z xodimlarining noyob ehtiyojlariga moslashishga va muvaffaqiyatga erishish uchun o'z imkoniyatlaridan samarali foydalanishga imkon beradi.

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