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NATURE AND BASIC CONCEPTS OF PROFESSIONAL COMPETENCES OF PUBLIC CIVIL SERVANTS

Submission Date: Sep 28, 2024, Accepted Date: Oct 03, 2024,

Published Date: Oct 08, 2024

Crossref doi: <https://doi.org/10.37547/ijp/Volume04Issue10-03>

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ABSTRACT

In this article, the concept of professional competencies of state civil servants and its essence are analyzed in detail. The importance of the system of competences aimed at improving the qualifications of civil servants, professional development and service efficiency is studied. The main types of competences, including professional knowledge, skills, personal qualities and basic concepts formed through ethical standards are identified. Based on the analysis of modern approaches and international experiences in the field of public administration, recommendations are given to improve the efficiency of employees.

KEYWORDS

Professional competencies, public civil service, professional development, public administration, international experience, efficiency.

INTRODUCTION

The professional competences of state civil servants are important in ensuring the successful operation of the state administration system. The effectiveness of the civil service depends on the qualifications, knowledge, skills and ethical rules of the employees, which in turn make it possible to effectively fulfill the

tasks before the state and society. In modern times, increasing the professional competences of civil servants and ensuring their continuous professional development is one of the urgent issues.

The socio-economic changes taking place in the world, the introduction of new technologies and the processes of globalization require new approaches in public administration [6]. This requires increasing attention to the formation and development of professional competencies of civil servants. This article analyzes the theoretical basis of the professional competencies of state civil servants, its components, and their role in the modern state administration system.

METHOD

In this article, modern methods of scientific research were used in the analysis of professional competencies of state civil servants. Systematic analysis, comparative analysis and empirical research were used as the main methodological approaches.

With the help of systematic analysis, the components of the concept of professional competences, their interrelation and their importance in the civil service of the state were studied. Through comparative analysis, international experience and national practices were compared, and their peculiarities and common aspects were determined. Also, the methods used to improve the professional competence of civil servants in advanced foreign countries were studied.

Using the method of empirical research, in the process of improving the professional training of civil servants, the existing problems and the factors affecting them were identified, and the ways of increasing efficiency in this regard were shown. At the same time, national legislation and regulatory documents were analyzed and their role in the formation of professional competencies was studied.

Literature analysis (review):

The analysis of scientific literature and research on the professional competencies of state civil servants shows the relevance of this field. The concept of professional competencies, its formation, development and role in increasing the efficiency of public service have been widely studied in foreign and domestic literature. Many sources emphasize the development of professional knowledge and skills of civil servants as an integral part of public administration reforms.

In the international scientific literature, the system of professional competencies is mainly classified as skills, personal qualities and rules of professional ethics. For example, the competency model introduced by Boyatzis [3] (1982) and Spencer [4] (1993) emphasizes that public employees should be evaluated not only by their level of knowledge, but also by their personal qualities and contribution to the organization. In their research, it was shown that integrated approaches to competence development and the connection between personal and professional development of employees are important.

In the national literature, researches on increasing the professional competence of civil servants are mainly analyzed in connection with reforms and updates in the civil service system. The main tasks and goals of the state civil service of the Republic of Uzbekistan, professional development of employees are strengthened by state programs and legislative documents [4]. In particular, decrees and decisions of the President of the Republic of Uzbekistan [1] serve as an important source in this regard. At the same time, the researches of the National Universities and research institutes on this topic highlight the relevance of the formation of professional competencies of

employees in increasing the efficiency of public administration.

The analysis of foreign and national sources shows that the professional competencies of state civil servants not only increase the efficiency of public service, but also play an important role in strengthening reliable cooperation between the state and society. Therefore, in order to develop these competencies in the public administration system, it is necessary to organize continuous education and training programs.

DISCUSSION

The development of professional competencies of state civil servants is an integral part of the modern public administration system, and this process helps to increase the efficiency of public service, improve the quality of service, and optimize management processes[5]. The results of this study show that professional competencies are a broad concept that includes the level of competence, practical skills, ethical standards and personal qualities of civil servants.

In the article, special attention was paid to the issues of development of professional competences of civil servants, in particular, continuous development of the training and education system has a direct impact on the effectiveness of the civil service. Analysis of international experience is important in this process, and a number of systematic approaches to the assessment and development of professional competencies have been developed in many countries.

Based on the discussed literature and analysis, it can be noted that although a number of reforms have been implemented in Uzbekistan regarding the development of professional competencies of civil

servants, there are still many opportunities in this field. Continuous training and development of employees, familiarization with modern technologies and management methods for their effective operation is of great importance. It is also determined that the national programs for education and training of state employees should be further developed and harmonized with international experience.

Civil servants must constantly develop their professional competencies, because the dynamic conditions and technologies of modern management are regularly updated. Therefore, employees serving in public administration should master modern trends and be ready to apply innovative solutions. This plays an important role in strengthening cooperation between the state and society.

RESULT

In this study, the nature of professional competencies of state civil servants and their importance in public service were analyzed in depth. The main conclusions are as follows:

- 1. Professional competencies** are a complex concept that includes the qualifications, skills and moral qualities of a civil servant, and plays an important role in ensuring efficiency in public administration.
- 2. Systematic and international approaches** - studying international experience is important in the development of professional competencies. The effectiveness of the civil service depends to a large extent on the regular updating of the skills and knowledge of the employees.
- 3. National practice** - although a number of reforms related to the formation of professional competencies

have been implemented in the civil service system of Uzbekistan, it is necessary to integrate international experience and advanced methods in this field into the national system.

4. Recommendations — It is important to improve training programs for civil servants, to pay constant attention to their professional development and introduce them to modern management technologies. At the same time, in this process, personal qualities and moral standards should be recognized as an important component of public service.

The results show that the regular development of professional competencies of state civil servants serves to increase the efficiency of public administration, improve the quality of service, and strengthen trust between the state and society.

Conclusions and Suggestions

In this study, it was found that the professional competencies of public civil servants are an important factor in increasing the efficiency of public service. The knowledge, skills, personal qualities and moral standards of civil servants are of decisive importance in the further improvement of the public administration system. The dynamic and rapid conditions of modern management show that it is necessary to constantly improve the professional qualifications of employees and develop their competencies.

CONCLUSION

1. Professional competencies were recognized as the main factor in ensuring the efficiency of the public service. They cover not only the level of skills and knowledge, but also the personal qualities of employees.

2. The analysis of international experience shows that systematic approaches and regular training programs for the development of professional competencies of civil servants are successful.

3. The need to develop national programs was determined, and the importance of using innovative and modern technologies in state administration was emphasized.

Offers:

1. Improving the training system: It is important to regularly organize training courses for civil servants and familiarize them with modern management technologies. Training programs should be enriched based on international experience and best practices.

2. Introduction of the professional competence evaluation system: An effective evaluation system of civil servants should be created and indicators directed to the development of competencies should be developed.

3. Integration of innovative technologies: it is desirable to increase the professional competencies of civil servants and speed up management processes by introducing new technologies into the public administration system.

4. Emphasis on personal and moral development: Paying more attention to the moral qualities and personal development of civil servants will help to increase their responsibility to the state and society.

These proposals help to make the civil service system more effective and modern, and to develop the professional competencies of civil servants.

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