

Spiritual Aspects of Training Qualified Personnel in the Digital Economy

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Abstract

in this article we are talking about the moral and psychological aspects of training personnel in this industry, the place of national values in their formation, and measures for their formation.

Keywords: *person, selection of personnel, psychological preparedness of the personnel, motive, national values, moral and psychological preparedness of the personnel.*

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It is not an exaggeration to recognize that the main goal of the economic and social reforms carried out in our country by the government of the Republic today is to create the necessary conditions for our people to live a decent life and to realize the creative potential of our citizens.

Knowledgeable staff engaged in the digital economy is a progressive representative of our time. Aristotle said that if we are progressing in the field of science and not in the field of ethics, then we are going backward, not forward. That is, even though the representatives of the field of science are ahead of their contemporaries in terms of knowledge of modern technologies, but they are lagging behind in terms of morality and spirituality, they should know their language, national mentality, and national values. If they are lagging behind, it is difficult to achieve the results expected from them as local personnel. Therefore, in order to select, place, and train the personnel of this field as personnel worthy of the field, it is necessary to pay serious attention to their personal psychological and spiritual potential. The personnel working in the field of digital economy should be well-versed in their field, they should be scientifically enlightened, they should know their past, the spiritual heritage of past thinkers, and they should be able to understand their national values. Should take.

Prevailing of a healthy spiritual-ethical, socio-economic, legal-political environment in almost all areas of our republic, the bright future of our people, our nation, our country depends primarily on the fulfillment of this task.

The readiness of the personnel for this or that profession embodies many aspects. That is, the employee, as a qualified staff, must be ready for the profession according to legal, physical, political, pedagogical, medical or other aspects. The level of his preparation can be determined by certain normative documents. However, the most important aspect for any staff is that there is no single criterion for determining his psychological readiness for the profession. That is why the issue of psychological readiness of personnel for the profession has always been one of the most complex issues. The solution of this problematic issue is considered the most important factor that ensures the development of both the individual and the community of which he is a member. Such considerations show how important the issue of training personnel for a particular profession is, and its history is equal to the history of mankind.

If we say that the need for adequate assessment of individual and psychological characteristics of the staff is shown in any other field according to arithmetical progression, such a need for service agencies and personnel belonging to the "Man-person" professional classification is increasing according to geometrical progression.

The problem of providing each field with a qualified specialist is not the work of one person or a certain team, which can be solved at once. "Training of personnel is a long-term process, which requires each of us to work diligently, diligently, and consistently." For this, it is necessary to coordinate the work of all branches related to the field, to direct their activity to the goal of training qualified personnel.

One of the solutions to the problem of personnel training, which is the most "expensive product", is to enrich their spiritual world. This is one of the laborious activities that require continuous work on oneself, like "digging a hole with a needle", but it is necessary for the staff.

It is known that in the field of digital economy, the motivation of an employee to perform a specific task is important. Motivation is divided into two types:

1. External social significance;
2. Internal personal significance.

The first type of motivations can be strong for a certain period or short term, but motivations of intrinsic personal significance are long-term..

Therefore, in the selection and placement of personnel engaged in the digital economy, special attention should be paid to increasing their personal interest and ensuring their moral and spiritual maturity. Important internal personal motivations include his material and personal interests, beliefs, direction characteristics. Sufficient experiences have been gained in this regard in foreign countries. For example, by the 70s of the last century, special centers and candidate research bureaus were established in foreign countries dealing with the issues of personality research, personnel selection and evaluation, and its appropriate use. Psychodiagnostic tools designed to assess individual aspects of a person are collected in these centers. They were approved and included in the system of personality study methods and intellectual tests.

However, we do not have the same conditions and opportunities as in foreign countries. There is a shortage of highly qualified specialists with special knowledge. Mentality, national and regional differences also create a serious problem in the direct implementation of the achievements made in them, and may even cause harm. Therefore, we should have our own way. It should be noted that the work carried out in such centers is not new for us, for our mentality. But, as it is said, "Any new thing is a well-forgotten old thing", if we look at the heritage of our ancestors, if we get to know them closely, we will see a lot of information about the solution of the problem in front of us. We should not forget that no one will ever come from abroad to correct our work, ease our burden, and solve our problems. We must shape our own lives and solve all problems ourselves. For this, first of all, we should study, learn, and develop as a mature staff.

In the current state of human development, there is a lack of personal experience and common sense in knowing the value of today. For this, it is necessary to have all-round knowledge. In order to master such knowledge, it is necessary to have a strong will, diligence, patience, regular work on oneself, and increase the efficiency of personnel training. The success of this activity largely depends on a person's internal positive motivation, moral and spiritual readiness.

In conclusion, it is appropriate to say:

- in the training of personnel, their moral and spiritual preparation, which adds strength to their strength and becomes a decisive factor when the time comes, their strong will, having an active life position, and most importantly, deep understanding and understanding of the field of service, are the basis should serve.
- For this, in the preparation of future personnel, arming them with reasonable information about our national values, such as the history of our people, the heritage of our ancestors, their contribution to the universal civilization, universal achievements in one or another field of science, that is, such information more should be published and brought to the attention of readers.
- Such as adding his due share to the solid construction of the "bridge" that leads both himself and our country to a bright future, ensures that the tasks he performs become "Internal personal significant motivations" for any personnel. This serves as the basis of the moral and spiritual preparation of each staff for the profession.

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