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Socio-Philosophical Essence of the Professional Culture of the Government Officer

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ABSTRACT

In this article, the professional culture of government servants is analyzed socio-philosophically. The author discussed the relationship between the concepts of government servant and professional culture.

KEYWORDS: Government servant, professional culture, democratic reforms, professional ethics, social mission.

The study of the concept of the professional culture of a public servant requires the study of its philosophical essence, its importance in society and democratic reforms by combining two independent concepts. That is, it is necessary to understand the essence of the concepts of “government servant” and “professional culture”, and the philosophical aspects of its place in human interests. The content of the government servant's professional culture and before determining the specific features of the formation process, it is necessary to create an understanding of the types and forms of socially useful labor activities performed by people.

As a theoretical-methodological basis of this researched topic, Alisher Navoi's comments related to the management of the country and the personality of a just ruler are important. It is reflected in the works of the thinker such as “Khamsa”, “Mahbub ul-Qulub”, “Nazm ul-Javahir”, “Tarihi Mulki Ajam”, “Munshaat”, “Waqfia”. The position of the king in the fate of the country, in the life of the people, is highlighted in the epic “Saddi Iskandari” through the image of Alexander. In “Hayrat ul-Abror” there are pandnoms about Husayn Boygaro as the “father of the king” and Badiuzzaman as the “son of the king”.

Also, in “Saba'i Sayyor” ethical aspects of management are described in a traditional way. For example, Bahram vows to rule the country with justice, but then gives in to the household and withdraws from his vow. But he also has the qualities of bravery and courage, which are important for any king to rule and protect his country. “Farhod and Shirin” contains valuable ideas about artisans, types of crafts, and the importance of crafts in society. It is said that a person who knows one trade deserves one respect, but a person who has mastered two trades deserves dozens of respects.

The thinker Alisher Navoi expresses through artistic images that Farhad's love is expressed not only for Shirin, but for the whole country and people. He respectfully mentions such professions as hairdressing,

stonemasonry, painting, and architecture, and includes these professions in the category of fine arts: the hearts of the owners of these professions are elegant and there is no malice in such a heart.[1]

Alisher Navoi's "Mahbub ul-Qulub", which is considered a didactic work, has a special emphasis on professional and craft etiquette. The teacher is compared to a fruit-bearing tree, the disciples are compared to sprouts, and the created products are compared to the fruits of the tree. Alisher Navoi says that each person needs a certain talent, patience, vigilance, enthusiasm to master the profession, and the same qualities must be present in the teacher himself. It is pointed out that the teacher should not be arrogant, should teach all the secrets of the craft to the student, and that if he keeps a secret, it is nothing but avarice. The teacher should also be broad-minded and far-sighted.

According to sociologist D.N. Bakhrakh: "One of the appropriate activities of people, as well as the state and society, is service. This concept can be used in different senses: the type of human activity, socio-legal institution, special system of state bodies. Service consists of management, implementation of state activities, provision of management, provision of social and cultural services to the population"[2].

A government servant enters into relations with representatives of social strata in society in the process of performing his activities in the system of a state organization or a non-governmental organization. The content, purpose, directions of such processes are determined by the type of service provided to citizens, as well as the competence characteristics, laws, and duties of the organization providing the service.

Interpersonal relations in the public service system can be divided into types of services performed in state organizations or public associations and in non-state, private, commercial, corporate-owned organizations.

According to the requirements of the positions held by government servants in certain communities and the fulfillment of obligations, social and economic tasks in the operating organization, they can be divided into the following:

- employees of state bodies, organizations;
- personnel of local state bodies;
- employees of state enterprises, institutions, organizations and associations;
- employees of non-governmental non-profit organizations;
- officials of public associations, etc.

Researcher Yu.M. Kozlov focused on the role of public service in the solution of human interests, in the process of valuing it and raising its status in society. The scientist notes that public service should be understood as any activity that is carried out in state bodies and the work of its employees differs in terms of content and form. This approach to the function of public service is based on two forms of employee work: first, direct creation of material wealth, goods (execution of work); secondly, implementation of management, leadership, monitoring and control[1].

Philosophical publications on the topic include several scientific approaches aimed at revealing the essence of public service, as well as specific features of this process. In particular, according to researcher Yu.A. Dmitriev [2], public service differs from other forms of labor according to its specific characteristics.

Civil service is a process of professional activity of personnel. Civil service is the daily course of action of a government servant and is his main activity. Government servants may also engage in other remunerated labor activities in accordance with the provisions stipulated by laws, normative legal requirements, accepted labor contracts. It is not allowed to perform public service on the basis of representation. Limitation of other labor activities performed by government servants ensures that the obligations of the civil service system are performed at a high level, with high quality, and on time.

Competence is important in the work of a government servant. It is expedient that government servants should correspond to social requirements in terms of their position (career), knowledge, competence, work experience and moral level, professional culture and ethics in the implementation of public service obligations.

It is of particular importance that the public service is carried out within the framework of the positions of the designated state organization. The status of a government servant arises after a person occupies a specific position in the civil service. Civil service positions (positions) are clearly defined by the state organization in regulatory documents (register of civil service positions). Public service and interpersonal relations are formed as a result of occupying specified positions (positions). In cases arising from social necessity, the state may allow persons who previously had the status of a government servant and who do not currently hold a civil service position (position) to retain the status of a government servant (reserve of government servants). It should be noted that upon entering the civil service, if the requirements for admission to the service are met (education, experience, competence), one must be appointed to a civil service position (position).

The President of the Republic of Uzbekistan Sh.M. Mirziyoev stated that the government servant:

- a government servant is a citizen of the Republic of Uzbekistan who performs his activities in the positions entered in the register of positions of government servants;
- citizens of foreign countries and stateless persons may occupy the positions of government servants in accordance with the procedure established by separate decisions of the President of the Republic of Uzbekistan;
- the activity of government servants occupying the positions entered in the register of government servants' positions is regulated by legal acts on civil service;
- Military service in the Armed Forces of the Republic of Uzbekistan and serving in law enforcement bodies is a special state service and is regulated by separate legal documents[1].

A government servant is a qualified manager, but also an official who is part of the system of performing state tasks and ensuring the competent execution of the powers of state authorities. A government servant is a person who executes on behalf of a state organization on behalf of a state organization's mission and protection of its interests. A government servant is a representative of citizens who performs the powers of state authority in the system of state bodies for the interests of citizens, represents the interests of the people, individuals, appreciates human activity, and helps solve social issues on behalf of the state.

It should be noted that a government servant is a person who holds a position with special authority in a state organization and performs the functions of a state body based on a signed employment contract. Most of the government servants are engaged in the implementation of executive (organizational) powers and social and

cultural activities. Only some government servants hold special government positions. In particular, they carry out justice and prosecutor's supervision (that is, law enforcement activities).

It is a social necessity for a government servant to perform certain duties arising from his position. The position held by a person in a state organization is the activity of a public servant, the fulfillment of tasks related to his competence in accordance with human values and interests. Each position within the state organization is included in the staff unit allocated to the organization, which is considered one of the main elements of the state service. The staff table consists of the composition of positions established in the state body (organization). Positions in state organizations are also organized by subjects of state power.

A government servant can hold a certain position for a long period of time. In the process of working in a state body, organization, a government servant can move according to career levels, that is, qualification levels have been introduced in accordance with the nature of public service. Levels of qualification determine the transition and acquisition of a government servant from one position to another. They connect the public servant with the state in the process of professional activity and ensure the balance of social and economic relations between the state and society.

In accordance with the international experience, in developed democratic countries, if the post appointed by the state is canceled or reduced, the person who holds the position cannot be dismissed, because the level of qualification he has received gives the right to occupy another state post. Qualification level is a means of social protection for government servants. It is precisely in these aspects that the qualification level differs from the state position¹.

In the conditions of rapid development of society, the consequences of negative behavior harm not only the honor of the government servant, but also the interests of the state bodies. Therefore, government servants should preserve the honor of the state (state body) in all aspects of their activities in the process of democratic reforms and in the era of complex globalization. The analysis of the research shows that the cases of overtime work in government offices, holding meetings at the end of the working day, and engaging in work on weekends are still objected to by some government servants.

and causing a decrease in efficiency. In particular, in a survey conducted among more than 500 government servants in March 2021, 65% of them expressed dissatisfaction with the work regime in the organization they serve. This situation was explained by the respondents as the lack of time for employees to work on themselves and personal life due to the large number of meetings and reports. State bodies and due to the fact that the working hours in the offices are not properly established and the presence of bureaucratic obstacles, it leads to a decrease in the attractiveness and prestige of the public service among the population, including young people. At the briefing organized by the Ministry of Justice on February 7, 2022, it was noted that overwork has become a big problem in the system of state bodies and organizations, and that due to the fact that the working hours of employees at the lower and middle levels are not effectively organized, potential personnel are not employed in the public service.

When entering the public service, government servants have not only personal rights and labor obligations, but certain restrictions may also be imposed on their activities in accordance with legal requirements. Limiting the rights of government servants is characterized by their performance of public functions and the exercise of service powers. Foreign expert, philosopher A. Nozdrachev stated that such restrictions and prohibitions in the civil service, first of all, ensure the normal and effective functioning of the civil service, establish legal limits

for the use of official powers by government servants, and create conditions for the independent performance of official duties¹.

Researcher H.R. Alimov reacts to the concept, purpose, and tasks of a public servant, and notes him as a person who performs the tasks and functions of state organizations using a certain financial incentive or labor payment system within the authority of the state-authority. Only citizens of the Republic of Uzbekistan can enter the civil service².

The effectiveness of professional activity depends on understanding its essence, the purpose of the democratic reforms being carried out in the society, the content of the development trends, and the positive results. For this, first of all, it is necessary to fully understand the special knowledge related to this profession, including the purpose and content of the development of the society, its democratic nature, the laws and processes of the development of the civil society. Such a process is a deep acquisition of worldly knowledge and promotes the need to have some experience of real social life. That is why the President of the Republic of Uzbekistan emphasizes that "the strategy of new Uzbekistan, the immeasurable changes in the way of realizing noble intentions and building a new life require dedication and creativity from all of us, greater enthusiasm." Such innovative tasks before the public service determine its transformational nature. Therefore, in the new period of the development of the society, institutional changes necessary for its development took place. These changes first began with the establishment of the Ministry of Preschool Education in accordance with the Decree of the President of the Republic of Uzbekistan "On Measures to Fundamentally Improve the Management of the Preschool Education System" and the Decision "On the Organization of the Activities of the Ministry of Preschool Education of the Republic of Uzbekistan." An innovative approach to reforms in this field, taking into account the experience of developed countries, focused on expanding the network of non-state educational institutions, including non-state kindergartens.

The network of pre-school educational institutions has been expanded, and the number of government servants in them has increased. To build new kindergartens

The Program for the further improvement of the preschool education system in 2017-2021 and the Concept for the development of the preschool education system, which aims to reach the coverage level of preschool education by 2030 to 80.8%, were approved.

The role of government servants in the development of science was given importance. The Ministry of Innovative Development was established in the republic in order to implement a single state policy aimed at comprehensive development of society and state life in the field of innovative and scientific and technical development, increasing the intellectual and technological potential of the country.

It should be noted that masterpieces of material culture created from the product of management experiences or work in social content are social reality that arouses aesthetic satisfaction for a government servant who has acquired professional culture, mastered worldly knowledge. Accordingly, the components of the government servant's professional culture can be classified as follows:

- a) a person's interest in trends in social and economic development and the system of knowledge acquired through continuous education, instilled in his thinking, intellectual, active in a creative approach to service duties;
- b) ideological position of a person in society, in relation to democratic reforms, worldview, independent development, concepts of sovereignty;

- c) level of demonstrating one's intellectual ability and professional, organizational, creative approach to problem solving;
- g) norms of manifestation of individual moral, ethical and spiritual world in practice;
- d) the emotional, mental, emotional level of a person, the level of composure, deep thinking, finding a rational solution in a particular situation;
- e) moral perfection of a person and individual characteristics and views characteristic of political culture;
- j) government servant's culture of communication with members of society and representatives of different social strata at the level of meaningful, potential, persuasive and able to protect the interests of the state;
- h) the level of knowledge of foreign languages necessary for communication at the level of perfect explanation of the position specific to the culture, universal values, and national values of information exchange with foreign citizens applying for public service.
- i) giving advice to citizens within the scope of his specialty in necessary cases, providing them with information on the direction of their appeal, is manifested in the aspects and content of the culture of finding a way to the human heart.

This classification consists of interrelated ideas, has an integrative character and complements each other in the process of use in public service. The professional culture of the government servant is manifested in the professional competence, communication, communication, coordination, decision-making that finds an objective solution to the problem during the work process. In addition, a government servant should have self-management in organization, leadership, assignments and interpersonal communication, independent thinking, innovative approaches necessary for his work, which gain social and economic importance, understanding and practical application of modern management technologies, document preparation, digital technologies. is reflected in its effective use¹.

It is noted in the researches of representatives of world philosophy that the content of the professional skills of government servants has acquired a utilitarian content based on usefulness and interest rather than morality. Currently, some foreign researchers are thinking about the "crisis of labor", "death of professions" under the influence of bureaucracy, change of values, subculture, rapidly spreading and constantly changing digital technologies. Therefore, in the age of globalizing information scientists, new professions, new professional ethics, new professional culture and the emergence of a subculture is worrying [2].

The content of the professional culture of the government servant covers the legal, social and organizational structure, and at the same time expresses the moral and spiritual concept. A government servant is a leading person who conveys spiritual wealth to the masses, brings innovative essence, advanced ideas necessary for personal interests into the systems of society. One of the important features of the government servant's activity is the personnel who use the possibilities of his spiritual world formed during the period of democratic reforms. Therefore, as a representative of a state organization, he directs those applying for public service to adhere to the norms of mutual respect, high human decency established in the society, and to respect the elements of political culture in real life. Stability of the civil service

and reliability requires not only the professional training of an official, but also his spiritual qualities, his awareness of national literature and works of art, and his knowledge of the fundamental principles of universal values. The goals, meaning and rules of the personnel policy in the civil service system include deep moral

and ethical qualities and the essence, nature and direction of the manifestation of such qualities in social life. The main goal of such a comprehensive activity is that “we all unite around the single goal of “living freely and prosperously in the new Uzbekistan”, working selflessly with a deep sense of responsibility and responsibility, and leaving a flourishing, free and prosperous country for our children and future generations.”

Therefore, the personnel policy and the rules of ethics, which form the content of the work of public servants, gain priority in the process of training and professional culture of public service employees. The work of training personnel, improving their professional skills has a sufficiently subjective significance, and there is always an element of personal views in it. This is not only a legal field, but also a field of action for moral factors, moral excellence, performance culture. Therefore, in the draft Law of the Republic of Uzbekistan “On State Civil Service”, a proposal was made to define the rules of conduct of government servants as follows: in his behavior, he should not allow actions that could harm the reputation of the state civil service.

Before the state government servant begins to perform his duties, it is necessary to familiarize himself with the rules of etiquette of state government servants.

In this regard, it should be noted that a government servant should be thoroughly familiar with the laws of the Republic of Uzbekistan, the essence of the works of the President of the Republic of Uzbekistan, study them regularly, and be able to use them effectively in his professional activities and in the process of working with citizens. In these documents, the fundamental principles of professional culture, professional ethics, mechanisms of its formation and improvement are expressed.

The system of ethics of the civil service means the state and the essence of ethical norms that express the social requirements for ensuring mutual relations in the protection of the rights, freedoms and legitimate interests of the civil society in which the civil society in which his labor activity is manifested is understood. Such relations are formed through a system of common values and rules that regulate the mutual relations of government servants in order to create an ethical and psychological environment in the team and improve the efficiency of civil service in the course of their professional activities. Striving for positive performance in one's work and achieving it is becoming the task of every individual, including the government servant. As the President of the Republic of Uzbekistan noted, “the effectiveness of the activities of state organizations, the reputation, social demands and wishes of citizens, and the implementation of legal requests depend to a large extent on the professional skills and ethics, professional training, discipline and legal culture of government servants.” The positive result of the reforms that are being carried out rapidly in the new stage of development of the state includes the professional skills of government servants and the effectiveness of this activity. Today, efficiency is becoming the main requirement, the main criterion for all of us. In this regard, the coming years will be a period of special responsibility and testing. Now yesterday's achievements and milestones do not satisfy us at all. In this way, the democratic reform, reinforced by practical results, which gives social and economic results, penetrates into the hearts and minds of people. And no force can stop such a reform, such a violent process. The most important thing is that every person working in our country, every family should feel the results of our reforms in their daily life. Leaders at all levels must work for every citizen, to realize his vital needs and dreams, without chasing after reports, percentages and numbers on paper.

The purpose and scope of democratic reforms in our country and that implementation mechanisms serve human interests, particularly as legal reforms gain momentum, so will the responsibilities of government servants. One of the most important moral qualities that government servants must have is honesty. Honesty is also active and requires discipline. It should be noted that the category of honesty is reflected in the activity of a person, and it requires full compliance with the laws of the Republic of Uzbekistan, respect for human

dignity, and modesty. The phenomenon of humility in a government servant is manifested in his personal qualities and plays an important role in the educational influence on his colleagues, neighbors, family members, especially the youth of the society. Honesty enriches the potential of the civil service, the content of its competence with the features of reliability. Such work, activity is manifested as a demonstrative behavior in explaining the state system and its purpose to every citizen. Such an attitude to their activities further strengthens the function of state organizations. Another form of honesty can be seen in the fact that the work of a public servant is loyalty to the motherland, the culture of patriotism among young people, the honesty of a public servant deepens the content of spiritual and educational work carried out in certain regions, state and non-state organizations, educational institutions, neighborhoods, and strengthens the system of educational work among young people. An important feature of this process is that it ensures high-level meetings with pupils, students, representatives of unorganized youth, who manifest the phenomenon of honesty in themselves and in their activities. Therefore, the reputation of honesty formed in a government servant is related to his strong will. Therefore, people who have been vaccinated with the holly vaccine, create the need for an independent analysis of the biography and formation process of the government servant. Therefore, it is an important task of educational organizations, qualified teachers, representatives of literature and art to pay attention to explaining the honesty of the government servant, his duty, loyalty to the interests of the state among the youth, and to deeply understand the essence of his roots.

It should be noted that a special rule of public service ethics is subordination of service. Such a situation is one of the main rules of ethics and organization of the interaction of specialists working in state authorities. This is the existence of a certain hierarchy based on the norms of service discipline, strict subordination to the higher echelons of the service, subordination of civil service positions to senior leaders, their order and a system of accurate and timely execution of assignments and instructions. The creation of such a system increases the leading role of the state in reforms and is an important factor that ensures strict performance of its functions. Compliance of the function of the government servant with the purpose of the reforms, helping the realization of human interests in real life, has a positive effect on the general development in the society. The social process is a systematic approach to personnel training, which indicates the formation of professional skills, and is among the facts that confirm the manifestation of their high skills in practice.

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