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Article



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THE IMPORTANCE OF IMPLEMENTING THE CAREER MODEL PLATFORM

Abstract: In this article, the author studied that The study of career opportunities in the state civil service is especially relevant for New Uzbekistan, since an optimally structured career trajectory allows state civil servants to find their place in the management structure and encourages them to more fully develop their professional, business and personal capabilities. As a result, a balance of public and personal goals is achieved: meeting the needs of civil servants for interesting work and personal fulfillment, and the needs of the state for effective professional managers.

Key words: state civil service, state personnel policy, professionalism and competence of personnel, career growth, career in the civil service, career growth, career process, professional mobility.

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Introduction

In the process of building New Uzbekistan and democratic transformations in society, a key condition for the modernization of the country is the improvement of the public civil service system. Therefore, research into the changes taking place in public administration seems extremely important for developing sound recommendations for reforming the civil service in order to improve its efficiency.

The study of career opportunities in the state civil service is especially relevant for New Uzbekistan, since an optimally structured career trajectory allows state civil servants to find their place in the management structure and encourages them to more fully develop their professional, business and personal capabilities.

As a result, a balance of public and personal goals is achieved: meeting the needs of civil servants for interesting work and personal fulfillment, and the needs of the state for effective professional managers.

URGENCY

In modern conditions, personnel of the state civil service represent the face of power and are a special instrument for the effective and consistent implementation of the domestic and foreign policies of the state. The dynamism and results of the activities of government bodies, as well as the attitude of the population towards the public civil service as a whole, largely depend on the professionalism and competence of personnel, their morality, creative activity, healthy desire for self-improvement and career growth.

It should be noted that a decent career in the public service is one of the leading motives for the professional activities of state civil servants. However, career growth should not be an end in itself for an employee, the embodiment of only his ideals and interests; in this case, there is such a phenomenon as careerism. It must find a balance between the interests of the employee and the interests of the government.

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Therefore, the state civil servant and the mechanisms of his self-organization should be included in the system of development of the career process in public authorities, which mutually enriches the participants in this process and allows the professional growth of the employee to be used as a prerequisite for his upward professional mobility.

RESEARCH METHODOLOGY

As in any other field of activity, the development of a career model in the public service is an urgent problem. Despite the fact that in recent years certain steps have been taken in this direction, the degree of study of this problem still remains insufficient.

One of the main factors hampering the development of a career model in the public service is the lack of transparency in the promotion process. In addition, the lack of clear criteria for assessing professional achievements and skills is also a serious problem.

THEORETICAL APPROCHES

Currently, research is being conducted in the field of development of career models in the public service, but most of them are local in nature and do not cover the entire territory of the country. It is also necessary to take into account that different regions may have their own characteristics and needs in this area.

In general, we can say that the degree to which the problem of developing a career model in the public service has been studied is still insufficient and requires further research and development. Currently, scientists are actively engaged in research in the field of development of career models in the public service. One of the most important aspects of research is the analysis of problems that hinder the promotion process and impede the career development of civil servants.

ANALYTICAL PART

As part of the research, researchers conduct surveys and interviews with government employees to identify their opinions and suggestions for improving their career models. Analyses of legislation and regulations that govern the promotion process are also conducted.

One of the results of the research is the development of recommendations for improving the career model in the public service. Such recommendations include establishing clear criteria for assessing professional achievements and skills, improving training and development systems, and increasing transparency in the promotion process.

Research by scientists on the development of career models in the public service is an important step towards improving this area of activity. However, to achieve success, it is necessary to conduct larger-scale

studies covering all regions of the country and taking into account their characteristics.

The introduction of a career model in the public service is also a relevant and important area. This is due to the fact that public service requires high qualifications and efficiency, as well as stability and reliability in work. The career model allows civil servants to develop within their position, gain new knowledge and skills, improve their professional level and move up the career ladder.

At the same time, for government agencies this is an effective personnel management tool that allows them to attract and retain talented employees, increase their motivation and work efficiency. The introduction of a career model platform also helps government agencies create more transparent and objective conditions for career advancement, which in turn helps build trust and loyalty among employees.

The career model presupposes the presence of an organizational and economic mechanism that ensures its functioning. The main elements of such a mechanism are:

1. Personnel assessment and development system. It allows you to determine the potential of employees, identify their strengths and weaknesses, and also contributes to the development of their professional skills and competencies.
2. Training and development programs. They help employees acquire new knowledge and skills necessary to advance their careers.
3. Reward system. It must be transparent and fair in order to motivate employees to achieve high results and advance in their careers.
4. Communication channels. They allow employees to receive information about career advancement opportunities, as well as provide feedback to management about their career plans and goals.
5. Organizational culture. It should support and encourage the development of employees, create conditions for their professional growth and career advancement.
6. Knowledge management system. It allows you to preserve and transfer experience and knowledge from more experienced employees to new ones, which contributes to the development of competencies and career advancement.

Thus, the introduction of a career model platform is a relevant and important direction for government agencies that seek to create comfortable conditions for the development of their employees and increase work efficiency.

CONCLUSION

Career development of employees in public administration is an important component of increasing the efficiency and professionalism of civil servants. Many foreign countries are actively working to improve the career model in public administration.

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In the United States, for example, there is a performance appraisal system that evaluates the performance of government employees and identifies their strengths and weaknesses. Also in the United States, they are actively working to develop a system of training and development for civil servants, which allows them to improve their professional skills and develop in their careers.

The UK also has a performance assessment system that allows it to identify problem areas in the work of civil servants and offer them individual development plans. Also in the UK, they are actively working to improve the remuneration system, which

makes it possible to motivate civil servants to work more efficiently.

Germany has a career development system that allows civil servants to improve their professional level and develop in their careers. Germany is also actively working to strengthen ties between civil servants and their managers, which allows them to create a favorable working environment and increase work efficiency.

Thus, the experience of foreign countries shows that the development of a career model in public administration is an important step towards increasing the efficiency of civil servants and creating a successful and competitive country.

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