



GNOSEOLOGICAL ASPECTS OF CIVIL SERVICE EFFICIENCY AND EMPLOYEES' PROFESSIONAL CULTURE DEVELOPMENT

Yorkinoy Ernazarova

Doctor of Philosophy (PhD), Associate Professor, NUU Researcher

ANNOTATION

In this article, in order to increase the effectiveness of the civil service and the epistemological aspects of the development of the professional culture of employees, the nature of the reforms implemented in the field of civil service development, the principles of civil service implementation, the powers of civil servants and the ability to take initiative the need for a civil servant to be able to take responsibility, to have the opportunity to find a solution to an existing problem based on the principles of legality, responsibility, justice and honesty, analysis of civil servants' qualifications, professional competence, high professional culture, and the ability to work with people was made, and based on the results of the research, conclusions on the topic were advanced.

KEY WORDS: *democratic legal state, state apparatus, public service, principles of public service, civil servants, professional competence of civil servants, professional culture, qualification requirements, criterion of justice, responsibility, ethics, honesty.*

At the new stage of society's development, the country's development, security, protection of citizens' interests cannot be imagined without the activities of state organizations. Therefore, institutions, concepts, elements that perform the function of state organizations are of great importance. Creating an opportunity for their development, establishing effective communication between different structures is important in the system of democratic reforms.

The creation of a unique national democratic legal state in Uzbekistan has given rise to the task of organizing a state service that meets the requirements accordingly. The essence of this task is complicated in accordance with development trends, it is being implemented on the basis of solving social and economic problems, and it is an important part of state policy. This is how the President of the Republic of Uzbekistan explains the connection with the process of creation and formation of a new body of the public service personnel corps that meets the demand. "Unless an effective system for selection and training of new and independent thinking, responsible, initiative, advanced management methods, patriotic, honest personnel is created, there will be no quality change in public administration" [1,55].

State-universal, national, social in a democratic society and is the main means of realizing professional values for the benefit of citizens. This complex system solves such an honorable task through the state, public service. Because civil service is a legal and social institution. This institute shows the competences of state bodies and public positions in the process of people performing their professional activities. In this case, "Our task is to strictly implement our model of development and renewal, relying on accumulated experience and advanced international practice. In this regard, we need to work hard to achieve the goals set for the near and medium term" [1, 154].

The civil service is an important institution both in the process of formation of market relations and in the stage of development. Because regardless of the size of the public sector in any social, economic conditions and sectors, the state has a certain position and plays an important role in the economy and development of human resources. Even in the conditions of the deepening of market economy relations, the humanistic (humanitarian) task of the public service is comprehensive. It is manifested through health care, culture, social security and social protection, science and education system.

The theoretical and practical significance of the humanitarian (humanitarian) mission of the public service is that its impact is not limited to the employees of the public sector, but also to the employees of the private sector. That is, employees in the private sector also use the humanitarian function of the public service (health, social protection, education and science). Therefore, in the current conditions, the mechanism of effective organization of public service in our country will help solve political, economic, social and national problems, ensure democratic development and establish political and social stability in society, and will prevent the manifestation of political extremism and other unconscious situations in any form. In such a process, an important task



is assigned to the state management bodies in the country, and the effective performance of this task will ensure that the state will function in the future in accordance with human interests. Therefore, by performing the relevant tasks in the state apparatus, civil servants ensure the effective functioning of the state apparatus and the constitutional guarantee of the interests of the country's citizens. The people should not serve the state agencies, but the state agencies should serve to people, and this fact needs to be well understood by the leaders at all levels, which confirms that the interests of the citizens are the main criteria for the state [1, 116].

If we observe the stages of development of the developed democratic states, in any democratic society there is a conflict of interests in the activities of social groups and political parties. This process is an objective reality. That is why there is a need for an independent state service in the society. Because only the public service, free from any social group, democratic movement and political parties, can realize the interest of the society, the state, in the way of the common good, only a highly qualified state apparatus will be able to take into account the interest of various social groups, democratic movement and political parties in the criterion of justice.

Citizens can believe that the state apparatus does not serve the interests of any social group or political party, and that it does not prioritize any interest, only if there is a public service free from existing political opinions and various social groups and movements in the society. In such conditions, civil servants are required to approach their duties seriously, to work selflessly and to be loyal to the interests of their country. For the realization of promising tasks of such social importance, it is necessary to pay attention to two situations. First, it is necessary to fully ensure the effective functioning of the state public service, and secondly, it is necessary to trust qualified civil servants to implement public administration.

Therefore, during the democratic reforms, social attention to the qualifications, professional potential, and professional culture of civil servants is constantly increasing. The higher their qualifications, the more effectively the state apparatus performs its task, relying on innovations. If we look at the situation of human resources in developed countries, we see that in most cases, the qualifications of civil servants are much higher than the qualifications of employees working in the private sector. State institutions have achieved this state by paying special attention to improving the qualifications of civil servants and adopting legal documents that ensure their social protection. In our country, innovative measures are being implemented to train and improve the skills of civil servants. This opinion is also confirmed by the adoption of a special law defining the main direction of the state's personnel policy and establishing the rights and obligations of civil servants at the new stage of development. After all, "The main task is to form a new structure of leaders and officials who have high professional skills and modern thinking, who are well-thought-out, who can make the right decisions in all aspects, who can achieve the set goals" [1, 162].

In fact, the absence of a special law on public service causes many problems and prevents public service from becoming a special institution. State service consists of services in the apparatus of representative, executive, judicial authorities and other state bodies that perform its functions on behalf of the state.

Article 4 of the Law of the Republic of Uzbekistan "On State Civil Service" adopted on August 7, 2022 states that state civil service is a type of public service, and represents the paid professional activity of citizens of the Republic of Uzbekistan to ensure the implementation of the powers of state bodies in the positions of state civil service; state civil service position is a position included in the state register of State civil service positions for the implementation of the powers of a state body, and it also defines the duties and obligations of civil servants within the scope of the state duties and functions [2]. Another important aspect of this Law is that: a state body is a state authority that is included in the list of state bodies and organizations where public civil service is implemented, a state civil servant is a citizen of the Republic of Uzbekistan performing his activities in the position of state civil service, qualification requirements - that the requirements regarding work experience and professional competence are determined by the state body in relation to the candidates who are applying for a certain qualification level of the state civil service and to occupy a specific position of the state civil service, the professional competence of the state civil servant - for the proper implementation of the powers of the state body it is stated that it consists of a set of necessary knowledge, skills and abilities. [2]

The main goal of the civil service is to implement social, economic development and political stability in accordance with the requirements of the country's laws, and to ensure it in accordance with human interests. For this purpose, they perform the following tasks:

- formation of socio-political and state-legal foundations that ensure the state's relationship with the population, the prestige of the state service;
- ensuring the efficient operation and development of the apparatus of central and local state bodies;
- scientific organization of work, effective use of scientific innovations, technical achievements, continuous improvement of state apparatus activity by applying the world's leading, innovative experience;



- democratization of the work of the state apparatus, creation of conditions for transparency and openness in its activities, ensuring legality, eliminating forms of bureaucracy and corruption;
- to ensure a healthy environment, working conditions, initiative, creativity in the team of state bodies;
- creation and operation of the system of training and professional development of state apparatus employees, creating an opportunity for employees to move up the service ladder fairly;
- recruitment to the state apparatus, change of service, promotion in the career system, objective assessment of employee activity, motivation, determination of accountability procedures.

In addition to the above general tasks of the civil service, there are specific tasks of the civil service, specific to the form and direction. These can include:

- effective organization of the structure of the state apparatus and development, distribution of competencies between positions;
- management of state bodies, determination of their qualification level, advancement in career level, provision of social protection;
- keeping a statistical account of the employees of the state apparatus by position level and category;
- development of qualification requirements for positions, requirements for recognition of their service;
- conducting attestation of employees of the state apparatus, holding competitions, professional development and career planning of employees;
- justifying the financial and other material costs for the organization and efficiency of the state apparatus, determining the amount of staff, material and labor costs for public service bodies and organizations;
- to determine and justify the forms of benefit and responsibility for the performance of office functions and the democratic methods of their application;
- organization and coordination of scientific research in the field of public administration and public service. For this, forming a modern information-analytical network, organizing the service of expert-advisory groups;
- training of employees of the state apparatus, organization of an innovative system of professional development, analysis of training programs of educational institutions, evaluation of the quality of graduates, control of their use, ensuring communication of state bodies and educational institutions;
- preparation of draft laws and reform programs in the field of public administration and civil service.

During the democratic reforms, the Republic of Uzbekistan set the tasks of bringing the society to a new stage of development, expanded and strengthened the responsibilities of the public service. As a result of this process, the public service is becoming an integral part of the economic and social infrastructure. Currently, the state relies on personnel services to perform the following most important tasks:

- in ensuring the internal and external security of the state;
- employment in the social sphere; stabilization of the economy, finance, budget, improving the standard of living of the population;
- in the field of social protection - the state, public service and state apparatus rely on information protection, nature and environment protection, protection from technical, chemical, bacteriological hazards that threaten human life.

It should be noted that the personal responsibility of civil servants increases to fulfill such strategically important tasks. In order for such a process not to be unreasonable, it is necessary to conduct public service on a legal, scientific and high-level organizational basis. In this case, the qualification of civil servants, high professional culture, and the ability to work with people are in the main place. National and humanitarian values, tolerance, tolerance also play an important role in the development of management skills and in determining its level. In the process of democratization, the liberalization of the activities of state bodies, the promotion of individual rights, and the provision of state service at a competent level are among the factors.

In order to effectively organize the public service and expect the appropriate result from it, there should be scientifically based proposals for optimizing the public administration, structure and mechanism of the public service. This creates the need to develop the concept of organization and development of public service. Also, it is desirable to scientifically justify the nature of the problem, to clarify the subject and scope of public service, to reveal the main principles, purpose, general functions of public service, and the essence of the concept of public service.

The nature and content of the public service organized on the basis of scientific ideas, national and humanitarian values, based on legal norms is to serve the people and the state, strengthen statehood, and develop society. There is a need to further improve the fact that the public service plays an important and decisive role in the effective performance of the tasks assigned to state organizations through scientific research. At the same time, in order for the public service, which is made up of complex elements and exists as a state-legal institution, to exist and function, it is necessary to organize it and follow certain social principles in this process.



For example, Abu Nasr Farabi called the leaders “Legislators” and “Executive” divides into categories, classifies activities. In his opinion, the characteristics of these two classifications of management belong to all types of management system, the moral culture of the leader. According to Alloma, “man is not a weak slave, a creature incapable of anything”, but he is a supreme being, “a being with intelligence, capable of creating what is necessary for him”. Farabi emphasizes the need to develop work and professional skills and moral qualities and says: “If professional virtues are innate, then the kings will not do it by their own will and effort, but the kingship is a natural gift to them, demanded by nature. would remain a liability. Since the quality of profession is not innate, in peoples and towns, morals, art, profession, custom and it takes great strength and power in man to create the will. This is achieved in two ways: through education and training.”

The thinker's comments about the worthiness of the executive leaders for their position are also noteworthy: “Only people who have dedicated themselves to this work, and not those who express a desire or strive for personal gain, should work in management offices. Even during his career, a captain should be called a captain by his name, even if he gives up his job after teaching others to this art (profession), he should still be called a leader”[3,20]. If we judge from the requirements for today's leader, this opinion of Farabi is important for its modernity.

The thinker Alisher Navoi expresses his love for Farhad not only for Shirin, but also for the whole country and people through artistic images. He respectfully mentions professions such as hairdressing, stonemasonry, painting, and architecture, and includes these professions in the category of fine arts: the heart of the owners of this profession is elegant and there is no dishonesty in such a heart [4,91-97].

Since the civil service is an institution based on the legal aspects of its implementation principles, it relies on certain norms for its quality, efficiency, and functioning in accordance with human interests. That is, the rules for the organization of the public service and its operation are defined in the constitution, law and other documents and are strengthened as the rules of the management system. It should be noted that the principles of public service, the modern mechanisms of its implementation are defined in the documents adopted during the period of democratic reforms.

In our country, the relevant rules of the civil service are applied in the civil service, the main principles of the civil service are being implemented. When a civil servant works on behalf of the state, serving the people in a democratic society is one of the main tasks of the civil service. As Article 7 of the Constitution of the Republic of Uzbekistan states that state power is exercised by competent agencies in the interests of the people, this is a principle of priority that ensures the functioning of the public service [5].

It is a necessary condition that public interest should be the priority when performing public service. Based on this, it can be noted that serving the people is one of the principles of public service. This principle creates another important task. This is one of the conditions for the development of civil society, and it is a means of public control over state activities. State bodies and public officials and as they are responsible to the citizens, those who serve in state bodies and officials are responsible for being public servants. The principle of responsibility (responsibility) again creates the need for civil servants to approach their duty responsibly, to serve the state and the people faithfully. “Today, the need to effectively solve existing problems in society, to consistently continue large-scale reforms requires the creation of a completely new system in the field of public administration [6, 88]”.

Another principle of public service is the principle of legality. Uzbekistan has set itself the goal of building not only a democratic society, but also a just society. Therefore, legality and justice remain one of the main principles in social life and state activity. The interests of every citizen will be realized only when he finds his place in the public service. Adherence to the principle of justice maintains a balance between power and freedom. A democratic society does not allow the violation of other interests for the sake of human interest.

Another of the principles of public service is that public service is open to all members of society. There are no restrictions on being a civil servant. Every citizen can participate in public service regardless of nationality, gender, religious belief, social origin, and property status. Any citizen who has reached a certain age, has relevant knowledge and education, and the ability to perform this task can occupy any position. A certain level (higher, secondary special) type of education should be specified in the legislation to serve in a certain position, for example, for a lawyer, doctor, educators. According to the legislation, close relatives are not allowed to serve in the same organization, enterprise, institution, if they are directly subordinate to each other. Such restriction is lawful and it is stated in Article 79 of the Labor Code of the Republic of Uzbekistan: “It is prohibited for persons who are relatives or godparents to work together in one state enterprise if one of them is directly subordinate to the other or serves under his control” [7].



The next principle is the rotation of civil servants in certain positions. Any civil servant may be dismissed or appointed to a new position. It is not possible to hold it permanently in any position, to pass the position from generation to generation. Even if the term of appointment and election of a civil servant is specified in the legislation, if he does not perform his duties, if he does not have the knowledge and ability to do so, if he makes mistakes, if he does not pass the tests, he can be dismissed from his position under any circumstances. Age limits for serving in some state bodies are also established, for example, military service, internal affairs bodies, etc. The principle of changing the position of civil servants, qualitatively improving the composition of the civil service, attracting capable personnel who meet the requirements of the time to the service, on the contrary, creates an opportunity to get rid of incompetent, unsuited civil servants, and causes civil servants to work on improving their qualifications and work conscientiously. . Such a process ultimately leads to the improvement of the public service and effective performance of its duties. One of the principles that manifests itself in public service is the combination of appointment and election. Appointment and election procedures are used to appoint civil servants. Most civil servants are appointed by appointment. Appointment is made by the head of this organization, enterprise, institution or on the basis of an agreement between them. In particular, the higher educational institution is under the Ministry of Higher Education, Science and Innovation of the Republic of Uzbekistan, rectors are appointed by the Cabinet of Ministers. Vice-rectors are appointed by the relevant minister on the recommendation of the rector, and faculty deans are appointed by the rector. Some positions are changed by election. Also, professors and teachers of the higher educational institution are appointed and released from state positions based on the established procedure. The decision of a high-ranking official in the civil service follows the principle of the obligation of a lower-level official to fulfill it. This ensures the efficiency of the activities of state bodies and the discipline of the state organization.

As a logical continuation of such a factor, there is another task in public service, which is the principle of responsibility of civil servants for failure to perform or insufficient performance of their official duties. Duties to be performed by civil servants based on the law and other legal documents are clearly defined. In addition, within the framework of the law, high-ranking officials can assign tasks and give assignments. A civil servant must perform them on time and with quality.

A civil servant must have the appropriate authority to perform the duties assigned to him. From this comes the principle of agency. In order to be able to exercise his authority, he must have the appropriate professional knowledge, level, and the ability to take initiative. It is necessary for the civil servant to be able to take responsibility, to have the opportunity to find a solution to the existing problem on an innovative basis.

The principle of harmony plays an important role in the effective organization of public service. This is the creation of sufficient opportunities and conditions by the state and its bodies for the fulfillment of the duties of the public servant, the moral and intellectual development, the improvement of the qualifications, and the provision of financial interests of the employees, in turn, every employee should improve his skills and knowledge, work conscientiously, and acquire scientific and technical achievements. it is necessary to strive. As a result of such a process, the interests of the state and the employee are aligned.

The principle of social and legal protection of civil servants plays a special role in the organization of public service and protection of the interests of civil servants. At the new stage of development, the issues of social protection of civil servants, creation of conditions for their normal work, and financial support when they temporarily lose their ability to work and retire have been resolved. It should be noted that the result of the application of the adopted law “On State Civil Service of the Republic of Uzbekistan” and the norms established therein will further strengthen the social and legal protection of civil servants, and this issue will be resolved within the framework of world standards.

There is no doubt that the strict introduction of the above-mentioned principles to the public service and their application, the effective organization of the public service, which will lead to the improvement of the activities of public bodies in general. If the public service is organized on the basis of these principles, the state will be able to fully fulfill its duties, and the citizens will also benefit from it. Studying the experience of foreign countries in the efficient organization of public service in the country can bring expected results.

Article 5 of the Law “On State Civil Service”, which was adopted to raise the solution of human interests to a new level in a society that has entered a new era of development, explains the principles of civil service as follows: “The main principles of the civil service of the state are as follows: unity and stability of the state civil service system; legality; fairness; serving the people; responsibility of state bodies and officials to society and citizens; priority of human rights, freedoms and legal interests; openness and transparency; impartiality, professionalism and competence; equal rights of citizens of the Republic of Uzbekistan in entering the state civil service; legal and social protection of state civil servants”. [2]

World experience shows that in countries on the path of democratic development, it is desirable to have a single state body that organizes public service. The following responsible tasks are assigned to him:



- Engage in the development of strategies for the organization of organizational structures in the state apparatus;
- Formation of personnel policy and the basis of personnel management;
- Preparation of legal and regulatory documents, and creation of a system of civil servants' activities;
- Implementation of the reform of the state system;
- Coordination of scientific researches investigating social, economic, legal problems related to the functioning of the public service.

It should be noted that public service is such an activity in the social system that its results cannot be measured by the amount or volume of documents prepared and accepted by the employees, by the time spent on their work. Public service is a unique social relationship in which the state authority performs its function of organizing and managing social processes, social activities and behavior of individuals.

As a conclusion, it should be noted that different strata and social groups operate in the society depending on their status, profession, education, income and other characteristics. Their interests are often different, and in some cases they may even conflict. Therefore, in order to coordinate and manage the activities of various social groups and strata, it is appropriate to place justice and honesty among the main principles in the work of civil servants.

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