

Qualities Of Youth Competitiveness (Sociological Aspect)

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Abstract. *The advanced theoretical approaches to the formation of competitive qualities of young people have been sociologically studied, with concepts such as competition, competitiveness, descriptions of competitive indicators. The social factors influencing the formation of competitive qualities of young people, i.e. the role of social institutions such as family, education, upbringing are presented. The results of a sociological study conducted to study competitiveness among young people are also presented.*

Keywords: youth, competition, competitiveness, concept, competitive qualities, indicator, social institution, professional quality.

Introduction

Scientific research on the formation of the qualities of youth competitiveness has been studied in the 60s of the twentieth century in the field of sociology of the world and our country in the framework of various sociological doctrines and concepts. Research on the formation of competitive qualities of young people is being studied by experts from the world's leading research centers and higher education institutions. Scientific research has been carried out by a number of foreign sociologists, philosophers, psychologists, educators, economists and researchers. For instance, Mike Brake, Paul Willis, Vappu Tyyskä, Andy Furlong and Fred Cartmel, Wyn Johanna and Rob Whitelar [1], CIS scientists and researchers S.A.Khazova, S.D.Reznik and A.A.Sochilova, V.I.Andreev, N.Ya.Garafutdinova, D.N.Gerasimchuk, G.F.Shafranov-Kutsev and G.Z.Efimova, A.S.Antsupova [2].

Scientists and researchers of our country have also approached this topic with great interest. In this regard, M.B.Bekmurodov, A.O.Umarov, A.J.Kalanov, U.F.Sabirova and others [3] have carried out a certain amount of research work. However, the issue of shaping the competitive qualities of young people has not been systematically and empirically studied on the basis of sociological research.

Many young people see "competitiveness" as success, that is, success in life. However, these are not similar concepts. Success is often a personal concept of happiness and life satisfaction, whereas the desire to be competitive requires a concept of personal development. Modern young professionals should understand competition in the labor market as a set of characteristics that determine the compliance of workers with market requirements, the position of a particular worker or certain groups of workers in the labor market, allowing them to apply for certain vacancies.

Literature review

Researcher A.G.Abdullayev (2021) writes, "The presence of a large number of young people in the country has a great impact on the political, economic and social spheres of the state. Whether this influence is positive or negative depends on the attention paid by the state to young people, the conditions created for them to build their lives, the degree to which their rights and interests are protected, the benefits provided to realize their potential through their talents and abilities". [4] Taking into account the future and prospects of the country, effective reforms are being carried out in various areas, of course, the success of these measures and projects depends in many respects on competitive youth. The youth of our country, striving for the Third Renaissance, is entering a new era. For this development, the New Uzbekistan Development Strategy for 2022-2026 has been developed, the fourth priority of which is "Fair social policy, development of human capital" [5], which systematically fosters competitiveness in young people by focusing on human capital development can be seen approaching. In this regard, President Shavkat Mirziyoyev (2022) stressed the need to pay special attention to the development of the education system: directors are needed "[6]. This means that the effectiveness of education reforms will depend on the ability of young people to take their rightful place in society and contribute to the development of the country. According to I. Kon (1980): "... education that continues at this stage of development plays an important role in the formation of the individual. Special vocational and higher education is considered to be the beginning of their labor activity "[7]. For this reason, the role of the education system in society and human life in our country is being properly assessed and consistent reforms are being carried out, all of which are based on the formation of competitive qualities of young people.

Researcher M.E.Berdimuratov (2020) explains that there are a number of objective reasons for the low competitiveness of young people entering the labor market today: "lack of work experience, lack of professional training, lack of confidence in their abilities, working conditions and excessive demands on wages. Such reasons motivate the employer to give up the services of young professionals, and his intellectual potential is not required"[8]. For this reason, the study of the competitiveness of young people entering the labor market is of great importance and attracts many sociologists and researchers. Researcher sociologist S.U.Abdullaev (2021) notes that "in the context of growing social competition, training of qualified personnel, independent professional self-improvement of teachers in their training is becoming a modern requirement," education - production - professional skills increase - retraining - production ". Therefore, in the context of growing competition in the labor market, it is necessary to train qualified personnel, to form the qualities of an independent professional self-improvement of the teacher in improving their skills [9].

Sociologists M.K.Gorshkov and F.E.Sheregi (2010), who conducted research on youth competitiveness, put forward the following scientific conclusion [10]. This means that today's youth stand out from the older generation with their success and willingness to take risks. Doctor of Sociological Sciences S.S.Otamurodov (2021) notes: "Young people have their own status as an independent social group. They are, first and foremost, a group that replenishes the country's population, its natural growth. Second, young people are the main labor resources of the country. Third, young people have a special place in society as an important member of the family. Fourth, the youth will serve as a guardian of the nation from various threats and evil forces. Fifth, young people are the backbone of the country's military power. They are also the main force in ensuring national security, protecting it from external and internal enemies. Sixth, the youth is the force that sustains the nation". [11]

The attitude of young people to competitiveness is relative. Researcher S.M.Kalanova (2018) explains it as follows: "A person feels uncompetitive in the labor market, is constantly in a depressed mood, there is a clear imbalance between his desires, needs and opportunities to meet them. However, depression is not permanent at the age of 30 years".

Research Methodology

In the XXI century, certain changes have taken place in the role and content of the profession. The rapid exchange of generations of technology and innovation encourages people to change their profession, to retrain several times in a lifetime, to master and expand their knowledge and skills in the same direction. It also does not matter the requirements of many professions in the society and the intentions of the representatives of this society, but there is an inequality between the professions that are widely recommended in higher education and widespread among the population [13, 28, 29, 30]. In particular, the consequences of the COVID-19 pandemic in the world have led to the formation of a new attitude to the state and prospects of professions, as well as development trends. For this reason, it is observed that new professions are emerging in the world depending on the level of development of countries, their position is changing according to the needs of society and people [14]. This is manifested in different ways in different countries, within one or another profession. Researcher N.H.Kholygitova (2019) provides the following information by conducting a comparative analysis of professions in the Russian Federation and the United Kingdom: When comparing Russia, one of the world's leading countries, with the highest demand and prestige professions in the UK, the UK ranks first in information technology (20%), second in technical engineering (15%), third in managers and banking (10%).), financial work (27%), followed by designers (18%) and programmers (14%), and in Russia the most in-demand professions - translators and lawyers, managers, programmers (8%). Also, the fact that the number of 18-24 year olds worldwide exceeds 1.5 billion and their number is growing every year is causing problems related to education and occupation of certain professions [15]. Therefore, the desire to get an education and to master a certain profession in depth allows it to be evaluated as a sign of competitiveness. A contextual analysis of the sources shows that the issue of educating young people as educated, professional people has always been of concern to humanity.

Based on the goals and objectives of this research, we conducted a sociological study involving a group of young people aged 18 to 30 years (100 people). The study included an empirical analysis of competitiveness by young people to assess the concepts of "competition" and "competitiveness", as well as self-assessment. The average age of the respondents was 26.8 years. In terms of work experience: total work experience - 6.1 years, in this profession - 4.5 years, in a particular organization - 3.4 years. By level of education: secondary - 14%, secondary special profession - 16%, incomplete higher (bachelor) - 41%, higher - 29%.

As part of the study, "In what field do you plan to work in the future?" relative changes are observed in the question. At the same time, the following results can be seen in the comparative analysis of 2019, 2020, 2021. At the same time, in 2019, 23% of respondents said that they plan to work in construction, transport and communications. By 2020, this figure increased by 30%, while in 2021 there was a slight decline due to the pandemic 29.7%. This means that the respondents have a high level of work in the construction, transport and communications sectors. Next we can see the leadership in the field of information technology (IT). At the same time, the number of respondents increased by 20% in 2019 and by 26% in 2020, while in 2021 there was an increase in pandemic attitudes by 30.1%, while the other areas witnessed a fluctuation. For instance, respondents planning to work in the service sector reported 10% in 2019 and 7% in 2020, but by 2021 this figure had dropped to 50% under the influence of the pandemic, a decline of 3.5% due to the COVID-19 pandemic. The most gratifying thing is the significant increase in the number of respondents planning to work in the field of education. For example, in 2019, 6% of respondents indicated that they plan to work in the field of education. By 2020, the figure had dropped to 5%, and by 2021 it had risen to 10.6%. This is the result of attention and reforms in the field of education in our country. It was also the case for other areas when compared over the years (Figure 1).

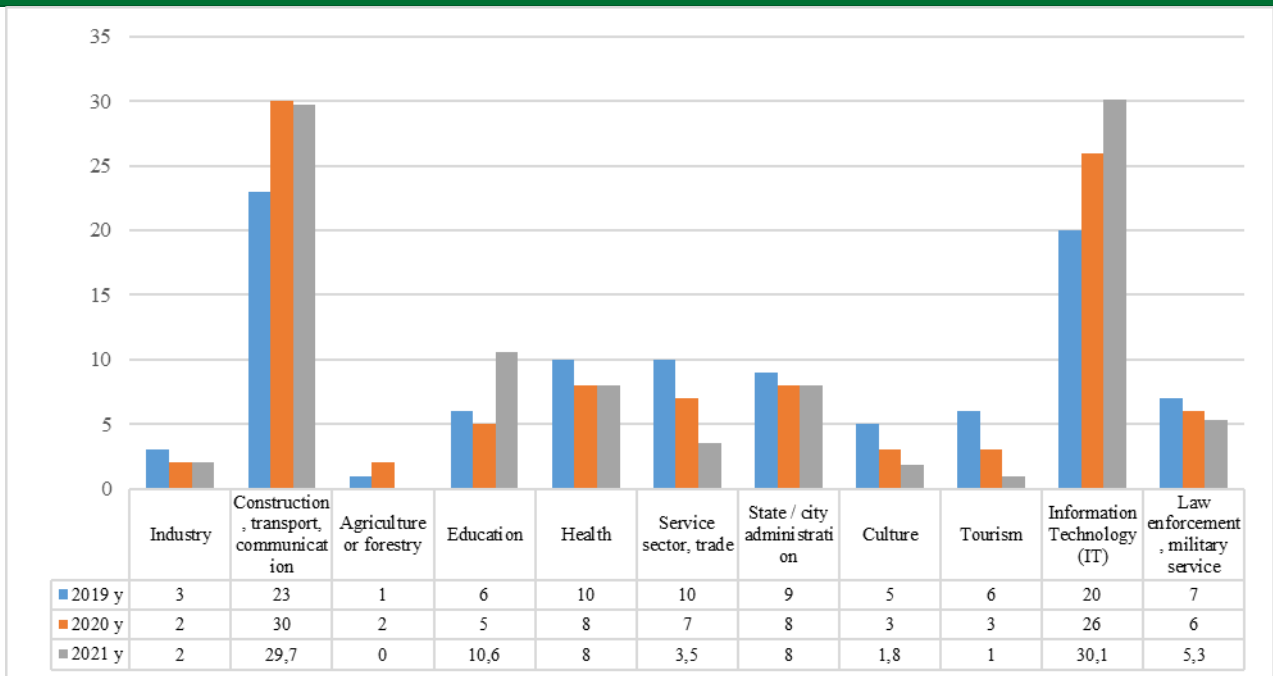


Figure 1. Percentage of young people planning to work in industries over the years

"Do you consider yourself competitive?" 73.5% of the respondents surveyed said that they consider themselves competitive, ie they chose the answer "yes, I think I am competitive" from the answer option. 15.9% of respondents are skeptical of their competitiveness. This can be included in the category of "suspicious" respondents. 3.5% of respondents answered "no, I don't think I am competitive" (Figure 2).

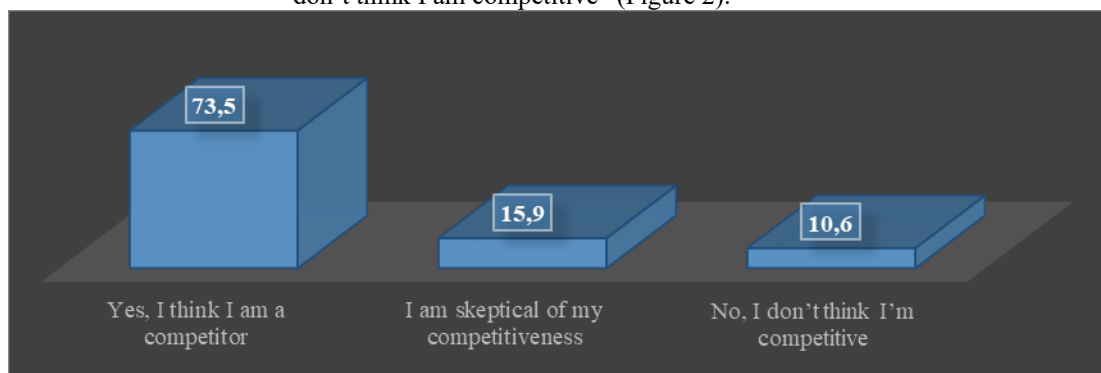


Figure 2. Young people who consider themselves competitive

This means that the majority of young people in Uzbekistan (73.5%) consider themselves competitive. This result can be explained by the effectiveness of reforms in the field of youth support in our country and the rise of youth issues to the level of policy as a key factor in achieving a positive result.

In order to determine the extent to which the respondents' pre-structured individual descriptions of people's characteristics, ie competitiveness, matched their qualities, differences in the choice of answers between competing and non-competitive subjects were identified and compared. For example, during the survey, "Do you have a good relationship with your competitors or vice versa?" 53.9% of respondents answered "Yes, I will be sincere with my competitors", while 26.1% of respondents answered "Yes, but I will be very careful with them". 18% of respondents answered "Yes, I will learn something from them". And accordingly 1% of respondents answered "No because they are my competitors and I don't care" (Figure 3).

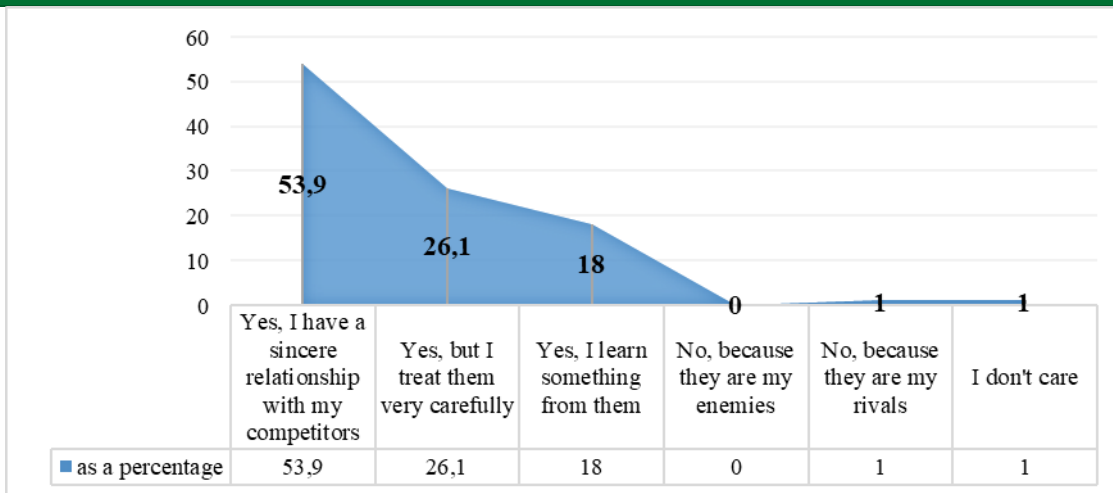


Figure 3. Relationships of young people with their competitors

Mahmudhodja Bekhbudi (1913) drew attention to the practical importance of science in shaping the competitive qualities of young people, urging young people to learn at least 4 languages: Arabic, Russian, Turkish and Persian”. [16] It is no exaggeration to say that these views of Behbudi have not lost their value not only for their time, but also from today's point of view. So, based on the above views, it should be noted that the issue of formation of competitive qualities of young people has been studied or expressed to one degree or another as an interesting and relevant topic for researchers and scientists of all times.

Analysis and results

By the end of the twentieth century, a number of international organizations have been established to study youth issues, and various international and national indices have been developed and put into practice to assess the status and level of development of young people around the world. For example, the Commonwealth Youth Development Index, the Global Youth Index, the Global Youth Wellbeing Index, and other similar international and national indices affect the formation of youth competitiveness, as well as economic, political and cultural factors are being studied.

There are various indices at the international and national levels aimed at assessing the status and level of development of young people around the world. In particular, the Commonwealth Youth Development Index of the United Kingdom and the United States include five indicators of youth competitiveness: "education", "health and well-being", "employment and opportunities". So far, youth development has been monitored twice using this index, in particular, in 2013, youth development indicators were studied in 170 countries, and in 2016 in 183 countries within the framework of the Global Youth Index. The level of development of young people was calculated on a scale from 0 to 1 (where 1 is the highest level of development). Australia (0.856), Canada (0.820) and South Korea (0.809) ranked first in the world in terms of youth development index, which means that these countries have a high level of youth competitiveness. Countries such as the Republic of Africa (0.228) and the Democratic Republic of the Congo (0.173) have the lowest scores on the youth development index [17]. It also takes into account the development, implementation and evaluation of youth policy [18]. Thus, it is clear that the level of formation of the quality of youth competitiveness depends not only on regional and geographical factors, socio-economic conditions, but also on youth policy and mechanisms for its implementation.

The Youth Welfare Index is a collaboration between the Center for Strategic and International Studies (USA) [19], the International Youth Foundation [20], and Hilton Worldwide [21] in the 2014 and 2017 Global Youth Wellbeing Index. The main indicators are "gender equality", "economic opportunity", "education", "health", "civic participation", "security and stability", "information and communication technologies". The study covered 30 countries, which were selected on the basis of economic development indicators and the transparency of statistics.

The index consists of 40 indicators that include the following six criteria for assessing the well-being of young people:

1. Civic participation;
2. Economic opportunities;
3. Education;
4. Health;
5. Information and communication technologies
6. Security and stability.

In turn, these indicators are conditionally divided into 32 objective and 8 subjective indicators. According to the authors of the index, the inclusion of subjective indicators allows a better understanding of the attitudes of young people compared to objective statistics. Thus, the combination of objective and subjective indicators allows to create a "multidimensional" portrait of the well-being of young people [22]. According to Professor R.S.Samarov (2019), the study of the competitive qualities of young people should also take into account "issues of ethnic character, ethnic temperament, ethnic traditions, ethnic interests and ethnic

consciousness" [23]. In our opinion, it is ethnic character, temperament, traditions, interests, consciousness that are the main factors influencing the formation of competitive qualities of young people.

Starting from September 2018, the UN has developed its Youth Strategy 2030 program. This program has become a promising plan for the development of youth competitiveness around the world. For example, Singapore has developed a Youth Action Plan that encourages young people to work together to build a better future for their country, while the Federal Republic of Germany has developed a National Youth Strategy that revises and improves laws to protect the interests of young people. Indonesia, has passed a law on youth to ensure youth development. [24] In this regard, the state youth policy in Uzbekistan is also working on youth projects to create employment and educational opportunities for young people. The positive results of these reforms can be seen through the sociological surveys we had conducted.

Discussion

As a result of these reforms in our country, in 2020, in the overall ranking of the World Youth Development Index, Uzbekistan ranked 98th out of 181 countries with 0.681 points [25], and in 2021, Uzbekistan ranked 82nd out of 150 countries with 64.87 points. [26] The Youth Progress Index is measured on the basis of 3 indicators, consisting of 12 components and 60 different indicators: "youth needs", "well-being" and "opportunities". The Youth Development Index is today the first tool to provide complete information on the living standards of young people, regardless of economic indicators [27]. Thus, as a result of the consistent implementation of state youth policy, there is a basis for the conclusion that the active participation of young people in the life of our society is growing, competitiveness is improving and developing.

Conclusion/Recommendations

In the formation of competitive qualities of young people, first of all, with the institution of the family, in which professional choice is made primarily on the basis of life examples of family members, parents and close relatives;

Various international and regional research projects aimed at studying youth competitiveness in the world have been conducted, and indicators of youth competitiveness have been developed. These include The Commonwealth Youth Development Index, Global Youth Index, Global Youth Wellbeing Index and others. Conducting sociological research by adapting these indicators to the conditions of our society leads to effective results;

Analysis of socio-psychological factors affecting the competitiveness of young people shows that young people need to constantly study, strive for innovation, focus on developing skills to be able to introduce innovative technologies in their professional activities. For this purpose, it is necessary to include in the curricula of the higher education system courses "Sociology of Competition", "Psychology of Competition", "Strategy and Tactics of Competition", a module "Methodological basis for the formation of competitive skills" in the system of training and retraining.

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