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The Role of Spiritual And Psychological Factors In The Formation of A Folk Civil Servant

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Abstract: This article presents feedback on the factors that shape the spiritual and mental education of a folktale civil servant in the formation of a national personnel Corps, in which a civil servant, considered one of the main elements at the stage of transition to a social state, is able to solve the problems of citizens, provide moral and psychological support to citizens.

Keywords: Popular Civil Servant, Spiritual Image, Spiritual Education, Civil Society, Social State, "Competence", Responsibility, Duty, Competence, Potential.

Introduction

Since the independence of Uzbekistan, fast steps began to follow in the main direction of public administration towards the establishment of civil society on the basis of principles, international legal acts and democratic standards that express the desires of the people. As the country took the step in this way, the issue of strengthening the interaction between the formation of a legal democratic state and the improvement of the mechanisms of society's management and the formation of a moral and ethical mature person of a free citizen was emphasized as a special task.

Methodology

At the same time, the increasing importance of the civil service day by day plays an important role in the improvement of regulatory legal acts on the activities of the industry, as well as compliance with world standards (Acemoglu, 2014; Evans, 2016; Kahl, 2018). The spiritual image of a state serviceman, considered a mediator between the people and the state in the processes we have highlighted, and to what extent his spiritual and psychological state has matured, leads to the strengthening of the people's confidence in the

state or, conversely, to the emergence of distrust of the state and society in a citizen. Main part. As we can see, it requires the upbringing of "high spiritual qualities" in civil servants, which determine whether a citizen will come to a positive or negative conclusion (Angaw, 2015; Christensen, 2014; Engin, 2019; Kruyen, 2020; Levitats, 2020; Meyer-Sahling, 2016; Wolf, 2014). On the basis of creating a spiritual image of a civil servant, the maturation of a "popular civil servant" is an important factor in the development of the state. Therefore, it is important for the formation of such aspects as social, political, legal, spiritual, ideological, psychological science, competence, capacity, professional skills, broad worldview, thoughtful perception and solid faith, purity of conscience to serve the ministers operating in the system of procurative bodies that control the implementation of the criteria of the rule of law and justice into a homogeneous state. In this regard, new ideas and views are emerging on the reform of the civil service system in the country, the relationship of the civil service system and the civil servant in the minds and worldviews of people and their role and importance in the life of the state and society. Such criteria as the responsibility of a civil service employee to the motherland, his understanding as a first-class duty to serve the people, proving his eligibility for the position held by him throughout the activity are important (Acemoglu, 2014; Evans, 2016; van Kerkhoff, 2015).

However, during the period of service activity of a civil servant, there are the following problems: problems with a clear definition of the limit of work activity, problems with assessing the professional potential of a servant, their goals during the period of service conduct, conflicts of interest, such as the systematic organization of requirements for service activities remain. This was announced by the president of the country Sh.Mirziyoev: "the status of civil servants has not yet been established, transparent mechanisms of admission to public service have not been developed. To solve these problems, it is necessary first of all to introduce an effective system for impartial assessment of the activities of civil servants"[1,43].

The practical importance of civil servant activity in the development of society lies in the fact that, in its essence, it relies on the principles of political neutrality, balance, legitimacy. Meanwhile, in the professional training of a civil servant, there is an increasing demand for enterprising, creative, responsible leading servants who actively participate not only as obedient performers, but also in the upper and middle branches of the executive branch. The effectiveness of the state system of government is largely determined through the professional level, and competence of servants who are directly responsible for the work of ministries, law enforcement agencies, departments and departments standing in the civil service. It is the servants who are directly involved in the development of programs that embody the various strategies, priority goals and aspirations that determine the state's tomorrow. It is clear that the administrative potential of the state largely depends on them, achieving the result by how specific goals they can advance, determine specific priorities, and introduce them into society.

Therefore, at present, it is an urgent issue to study spiritual and psychological factors and practice by civil service employees, which serve to form the mechanisms for improving professional competence of employees of the prosecutor's office, protecting the legitimate interests of citizens [2].

In the period of research, we will find out the content of the term "competence", which we recorded. In the National Encyclopedia collection "competence" (lot. sompeto – I achieve, I deserve, I deserve) - 1) the scope of powers, rights and duties of a particular public body (local self-government body) or official, established by law, charter or other document; 2) knowledge, experience in one area or another"[3,530] is given the tariff.

Competence is the ability of an individual to successfully apply his personal qualities in labor activities, formed through the knowledge, qualifications and skills acquired in a particular educational direction or specialty [4]. It is also essential that competence in the civil service is protected by the knowledge, qualifications, skills and practicality of civil servants in their field and by their "principle of integrity". Analysis and results.

Competency of civil servants is manifested in the following situations during the period of professional activity: in the performance of ambiguous tasks in complex processes; skill in the use of contradictory information, ability to suddenly draw up an action plan, (for example, be able to quickly solve citizen appeals during the period of work with appeals in traveling receptions); the task assigned to him is manifested in such things as the ability to perform a qualitatively specified task at a specified time, the use in practice of high knowledge and skills in work activities, the ability to maintain spiritual and moral maturity and psychological harmony in any situation, organization.

Result and Discussion

Result

Today, the president of the state on the issues of training competent civil servants in management, increasing competence and their solution: "today life itself requires us to develop an effective system for the formation of a professional, fast and effective civil service system, to open a wide path to new thinking, enterprising, dedicated personnel to el-yurt"[5,8]. If we sort them out to some extent, we will have the opportunity to visualize the range of these problems as much as possible. The ideological landscape of the world at a time when globalization has intensified, transformational processes are observed in language, clothing, rituals and habits that are an integral sign of national culture[6].

In particular, in the professional training of employees of the prosecutor's office, moral and psychological factors are also affected to varying degrees. This will stimulate the rise or decline of their professional competence. In particular, it is possible to include in the order of spiritual factors: pain-the national values and traditions that have been formed for a long time, mentality, etiquette, national customs, our way of standing, views inherent in oneself, ideas, aspirations, national history. In particular, under their influence, the worldview of the employees of the prosecutor's office is formed, and such a worldview gives rise to a folk and patriotic person.

A spiritual person feels goodness, beauty and harmony more closely, the concepts of tolerance and equality are closer to him. Under the influence of spirituality, the need for knowledge in a person increases even more, creative qualities are formed, the development of self-work and ability in a person rises. It makes a person feel the need to seek knowledge,

truth and the meaning of life, which he has not understood for a long time. Only gives a person the opportunity to live in the intangible world, in the world of creativity, art and imagination. While the above factors are among the main ones, among the lower-level factors of moral factors in the professional training of prosecutor's office employees, the following can be included.

Labor factor. Usually each person is mistreated by Labor in a particular team. The point of view on the purpose, content and results of the work depends on which spiritual values are prioritized, which in turn stimulates the development of the spiritual abilities of the individual.

Art factor. Art as part of culture can also be a spiritual factor in the development of personality, since real human experiences can be conveyed through any type of art. The perception of artistic works leads a person to experience, empathy, thereby contributing to the manifestation of inspiration, spirituality and creativity.

Sports factor. In the mental health of a person, his physical fitness is important. To do this, the person must constantly with sports. It is natural that a person who wants his nationality to be the leader in the world in every possible way strives for physical health.

In addition to the above spiritual factors, the following are affected as general psychological factors in the professional training of the prosecutor's office staff: The way of thinking of individuals is when an employee of the prosecutor's office reflects the socio-psychological aspects of his lifestyle and acquires its own peculiarities. First of all, the system of all values, masters, motives and needs in the family and society means setting a goal for the Real possibilities of ensuring labor activity, and within the framework of activity, the way of thinking is largely determined by the conditions of life. Secondly, the fact that over time the family has formed the ability to adapt goals, motivation, valuable orientations to the realities of external life, which are feared by the influence on the psyche of each of its members.

Communication style-this factor also reflects the socio-psychological aspects of the life style of the prosecutor's office employee. It also has its own characteristics: first, interpersonal communication, which is of particular importance due to the important personal nature of communication. Secondly, the openness of family communication to the social environment of marriage, the expression of the interests of the family. Thirdly, the informality of relations between family members. Fourth, the development of mechanisms such as empathy, identification, reflection. Fifth, the special importance of relations with colleagues.

Discussion

The relationship of the social environment with professional activity. This relationship is ambiguous and is characterized in many cases by the opposition of demands and expectations, sometimes by its inadequacy. Nationality is the traditions of the territory (place) in which the individual lives. In the region, where more than 130 nationalities and

peoples live, such as Uzbekistan, system employees have to deal with the peculiarities of the culture, morals, habits, language of different nationalities and peoples.

The traditions of chess, the territory in which the individual lives are assimilated in the form of visions of universal values, rules and norms of behavior(Engin, 2019; Gascó, 2017; Larsen, 2017). Chess also partially assimilates the values of the national social environment, while maintaining the general qualities of the culture of its nation, its people. Also, national interests seek to honor the values of representatives of other nationalities from a point of view.

Family traditions. The family in which each person was born and raised, in particular the staff of the prosecutor's office, also has its own family values, family traditions that have been preserved since the distant past. These traditions and values are manifested as one of the most important tools in the professional training of the prosecutor's office staff. Environment in the educational process. This factor is manifested in the fact that it is directly related to education and the influence of the psychological mood of the prosecutor's office employees of the persons participating in the educational process. That is, the environment of the educational institution in the educational process is the psychological stability of professors and nearby individuals. The main root of spiritual and psychological factors in the professional training of any individual lies primarily in the family (Fleischmann, 2020; Rahmadani, 2019; Trudel-Fitzgerald, 2014).

The family is the primary factor that prepares the individual for society, and its main task is to educate the individual. The lack of parental responsibility for upbringing, the use of incorrect forms of upbringing complicates the interaction in the family and negatively affects the development of personality. As a result of it, spiritual and psychological factors in a positive sense that affect any civil servant who has grown up may not affect his professional training(Sundell, 2014). These are factors that have a serious impact on the professional training of employees of the prosecutor's office.

A civil servant should be able to conduct his activities on the basis of established procedures and norms, to gain a place in their hearts, not only through legal encouragement, but also spiritual spiritual encouragement, while working with citizen appeals with the highest human qualities in him. Then his activities will be fruitful, and, moreover, through him, people's confidence and hope for the state, for tomorrow will be strengthened. It acts as a real bridge when working with the people. In this regard, by the decree of the Cabinet of Ministers of the Republic of Uzbekistan dated October 14, 2022 "on additional measures to ensure compliance with the rules of etiquette by civil servants"[7] it is established that the civil servant will have such important qualities as abstinence from behavior that can damage the reputation of the public service, constant adherence to moral norms.

Conclusion

In place of the conclusion, it is more important than ever that currently the employees of the prosecutor's office are enterprising, knowledgeable, highly spiritual, honest and master of their profession. Such an employee will be able to approach any situation and

circumstances correctly, the ability to boldly, adequately and objectively assess events and events will give rise to a true and fair way of working, laying the groundwork for his rise from the great career ladder as a devoted servant. In fact, it is important that the prosecutor's office personnel not only ensure that the laws are uniformly enforced, but also how they enforce it.

In addition to his professional skills, in his sense of responsibility to the people, it is necessary to formulate the mechanisms that determine his personal qualities and qualities, that is, his spiritual and mental state in working with citizens. After all, the fact that in order to achieve the rule of law in society, compliance with laws becomes a human virtue, and not an obligation, serves as the basis for a social state. In this, the manifestation of goodness, creativity, honesty, the priority of justice, which has become the principle of life of people, in the activities of every civil servant, as a personal value of servants, becomes an effective giving force only if it moves to his professional activities.

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