

THE ROLE OF PEDAGOGICAL COMPETENCIES IN ENHANCING STAFF COMPETITIVENESS

Qodirov Baxtiyor Eshmurzyevich

Termiz State Pedagogical Institute
Department of Technology and Geography
Associate Professor

Abstract: This article analyzes the concept of pedagogical competencies, their types, and the importance of developing these competencies in future teachers to prepare competitive specialists for the labor market. The relevance of the competency-based approach in the context of modern educational requirements is also highlighted.

Keywords: competency, pedagogical qualification, competitiveness, professional development, innovative approach.

In the 21st century, the rapid development of science, technology, and information flows has placed new demands and challenges on society. The experience of developed countries shows that today, the main factor of economic progress is not natural resources but human capital — highly qualified, competitive, creative, and innovative individuals. Therefore, every nation prioritizes the modernization of its education system and the preparation of professionals capable of meeting the requirements of the time.

In the context of a market economy and globalization, knowledgeable and skilled professionals have become a strategic resource ensuring the competitiveness of any field. Teachers play a decisive role in preparing such competitive personnel. The quality of education, the development of students' critical thinking, practical skills, and professional abilities are directly linked to the pedagogical competencies of teachers.

Pedagogical competence is not only the teacher's mastery of their subject but also includes their teaching methodology, psychological approach, ability to utilize modern technologies, and continuous self-development.

In modern education, a competitive specialist is not just someone with a diploma but a person capable of applying innovative technologies, solving real-life problems independently, being communicative, adaptable, and multilingual. Such individuals can only be educated by teachers with strong pedagogical competencies who meet contemporary educational standards.

This article examines the essence of pedagogical competencies, their formation, their role in the modern education system, and their potential for increasing staff competitiveness. It also focuses on current reforms, challenges, and promising directions in developing these competencies among educators.

Main Part

1. The Concept and Meaning of Pedagogical Competence

Pedagogical competence refers to the totality of knowledge, skills, personal qualities, values, and professional approaches required for a teacher to effectively carry out their professional duties. It goes beyond subject knowledge and includes the ability to teach effectively, communicate with students, apply innovative technologies, and continuously evaluate and improve one's professional performance.

In this sense, pedagogical competence represents a modern interpretation of professional mastery. In global practice, the quality of education is often evaluated through the teacher's level of competence. In Uzbekistan, recent educational reforms have also placed special emphasis on developing pedagogical competencies to improve teaching quality.

2. Main Types of Pedagogical Competencies

Pedagogical competencies are formed across several key areas, each playing a vital role in enhancing professional competitiveness:

a) Subject-Matter and Methodological Competence

This competence encompasses a teacher's deep understanding of their subject and the ability to teach it effectively. Methodological competence helps students not only acquire theoretical knowledge but also apply it in practice — a crucial factor in training competitive specialists.

b) Information and Communication Competence (ICT Competence)

In today's digital era, digital literacy has become an essential requirement for all professionals. Teachers with strong ICT competence can integrate digital tools into the learning process — for example, through online education, e-learning materials, and interactive platforms. These tools not only make learning engaging but also improve students' adaptability to labor market demands.

c) Social and Communicative Competence

This competence involves the teacher's ability to collaborate, resolve conflicts peacefully, and conduct constructive communication. It helps cultivate socially active, leadership-oriented students capable of teamwork and effective interaction — qualities that are crucial for professional competitiveness.

d) Psychological and Pedagogical Competence

Taking into account each student's individual characteristics, choosing appropriate teaching methods, and applying a psychological approach are the main indicators of this competence. It helps to reveal learners' internal potential, increase their motivation, and foster a positive attitude toward learning.

e) Innovative Competence

Innovative competence is reflected in the teacher's ability to think creatively, discover and implement new pedagogical technologies in the classroom. Teachers with innovative competence keep pace with modern developments, while students taught through innovative approaches develop as creative professionals capable of problem-solving in the contemporary labor market.

3. The Relationship Between Pedagogical Competencies and Competitiveness

In today's labor market, highly demanded professionals must possess adaptability, multilingual proficiency, digital literacy, creative thinking, teamwork skills, initiative, and continuous self-development. These qualities are primarily formed during the educational process, especially in school and higher education. Hence, pedagogical competencies directly determine the competitiveness of future specialists.

For instance, a student trained through a purely traditional approach may find it difficult to apply their knowledge in practice. However, a specialist educated under innovative and competency-based instruction can make independent decisions, express ideas freely, and adapt quickly — all of which enhance competitiveness in market conditions.

4. Reforms in the Development of Pedagogical Competencies in Uzbekistan's Education System

Recent presidential decrees and government decisions of the Republic of Uzbekistan have paid special attention to improving the professional preparation and competencies of teaching staff. In particular:

- Modular training programs for teacher qualification improvement are being implemented;
- Preparation of teachers for international certification systems has been introduced;

- Opportunities for continuous professional development through digital education platforms are expanding;
- A competency-based approach is being gradually introduced into higher education through the credit–module system;
- The “Mentor–Apprentice” system is being expanded to enhance young teachers’ professional skills.

These reforms, in turn, contribute to improving the quality of education and strengthening workforce competitiveness.

5. The Future Role of Pedagogical Competencies in Increasing Competitiveness

In the future, with the advancement of artificial intelligence, automation, robotics, biotechnology, and other emerging technologies, the value of human capital will rise even higher. In such conditions, not only knowledge but also skills, values, and approaches become the most critical factors. Therefore, the continuous development and renewal of pedagogical competencies will be among the key determinants of a society’s competitiveness.

In conclusion, in the modern education system, pedagogical competencies are recognized as a decisive factor in shaping the competitiveness of the workforce. Training competitive professionals depends not only on educational infrastructure or textbooks but, above all, on the professional mastery of teachers — their pedagogical and innovative competencies.

Teachers with high pedagogical competence:

- Develop students’ independent and critical thinking;
- Organize the learning process using modern technologies;
- Create an environment that reveals students’ potential;
- Prepare specialists who meet the real demands of the labor market.

It is gratifying that current educational reforms in Uzbekistan are aimed precisely at developing these competencies. Therefore, continuous improvement of teachers’ professional skills, regular introduction of modern methodologies and technologies, and adaptation of international best practices remain essential tasks.

Ultimately, systematic development of pedagogical competencies not only improves education quality but also contributes to the economic, scientific, and social progress of the country — fostering competitive professionals capable of finding their place in the global market.

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