

TRAINING OF LIBRARY STAFF AND THEIR QUALIFICATIONS IN THE 21ST CENTURY URGENT TASKS OF INCREASING

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Abstract: *Studying the personnel problem of libraries, its importance and role in the development of the libraries of Uzbekistan is an urgent topic in the conditions of the modern change of the Uzbek reality. On the one hand, changes in social relations and on the other, socio-economic conditions impose a number of new requirements on leaders at all levels. It is necessary to take into account specific personal needs, desires, motives, which create the necessary conditions for the successful implementation of their labor skills and abilities in management subjects, not only skillfully managing employees and influencing the efficiency of their work.*

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Enter. In recent years, the personnel problem, which has gathered many theoretical and experimental developments in psychology and management, has not been sufficiently considered within the local librarianship. Managers of the library have a vague idea about the factors affecting the work behavior of employees, and do not have knowledge that allows them to conduct a qualified personnel policy.

As a socio-cultural institution, the library plays an important role in society, contributes to the realization of citizens' rights to information, provides continuous education at all levels, provides socio-psychological support to the population, etc., integration of highly qualified personnel in libraries the question arises. it ensures that it performs the listed functions. The actual situation of personnel related work in the country's libraries, characterized by the departure of highly qualified workers from libraries, the increase in the average age of employees, the increase in the number of employees without special training, also determines the urgency of studying the problem of personnel in the country's libraries.

Methods section. The level of scientific development of the research topic. The works of EK Vysotskaya, VK Klyuyev, AI Pashin, IM Suslova, ER Sukiasyan are devoted to various aspects of personnel management in library work.

An important part of professional literature covers some areas of personnel management: training and development of library staff, formation of organizational culture in libraries, certification, staff evaluation (E. ya. Galimova, NV Jadko, JI. C. Martynova, TA Petrova, Developed by EG Soboleva, ER Sukiasyan, IM Suslova).

The most important for the study of the problem are the studies conducted by EK Vysotskaya, VK Klyuyev, ER Sukiasyan, IM Suslova, which reveal the level of development of operational, tactical, strategic and political levels of library management in general or some parts of it.

Practical experience of library management, including personnel management - in publications IE Kolesnikova, NT Chuprina, etc.

Analysis and results. A block of specialization subjects is provided by certain universities in close connection with regional training needs. The curriculum should provide students with a theoretical basis for creative work in the field of library and information services. The set of subjects in the specialty can be mainly revised and supplemented. For example, "information environment and information policy", "research and analysis". The study of "World Information Technologies and Resources" gives students the opportunity to get acquainted not only with the system of information resources, but also with changing library technologies. It is a review of the types of libraries from a technological point of view (paper, automated, electronic) and electronic documents and their creation and use in the library service. It is impossible to consider modern information technology without the history of automation of libraries, modern automated library systems and networks. (Local AC "Library-2", Library 4.0, IRBIS, dit-IRBIS, LIBWEB, UZBEKLANET, foreign: VTLS, TINLIB, ALEPH, LAN, etc.).

In the 21st century, the relationship between libraries and the Internet has a special place: integration with non-library systems, the role of libraries in the competitive environment, provision of resources, etc. As for "Internet", subjects in this cycle cover the educational process from the first year to the last year. The purpose of science education is for humanities students to master the basics of network computer technologies, the basics of documentary information search, and to acquire the skills of using various documentary IPS, including the Internet.

In addition to the sciences related to computer technologies (computer systems, networks, telecommunications, operating systems, databases, etc.), information-analytical sciences (information marketing, information management, information monitoring, etc.) have a special place. holds "methodological monitoring", its objects of observation are library employees, performance indicators of libraries, content of their activities, identification and distribution of library news.

The development of the market economy requires the strengthening of economic training, therefore, in addition to the mandatory discipline of "economic theory", "World economy", "accounting", "banking", "Finance and edit", "business psychology", "economic technology"

and others. At the beginning of the 21st century, the society of Uzbekistan faced significant social changes.

Reforms in recent decades have created the need to reorient specialists of all fields of activity, to develop completely new life relationships, including acquiring new knowledge and skills, a new profession. The process of social changes also revealed the need to revise the education policy in general and its individual components. Today, additional vocational education plays an important role, which is connected with the significant reform of the labor market, increased competition and the development of innovative processes in all spheres of life.

Currently, additional education in the form of professional development has become commonplace. According to the annual statistics of the Ministry of Education and Science of the Republic of Uzbekistan, only 20-25% of the working population works in the specialty they received at the university: more than half of the specialists are changing their profession. In recent years, the library sector is no exception, where vacant positions have often been replaced by personnel with high but not specialized education. For example, in 2005, 203 librarians and academic staff were hired to work in the National Library of Uzbekistan, only 26 of them had higher library education, and 86 had non-higher library education. The situation is similar in the State Library of Uzbekistan (RSL), where the annual deficit of any specialists reaches 400 people.

Coursework is a kind of professional Rubicon that non-library professionals must overcome if they want to work in a library and become a professional. As mentioned above, not all major libraries have this option. The library remains almost the only real place for them to acquire the basics of library knowledge.

Summary. Despite the development of the library education system in the country, the qualification of library personnel remains very low. The current practice of training by attending courses and seminars does not provide a real update of knowledge.

The process of aging of the most qualified professionally trained layer of library teams is being observed. In most cases, laid-off professionals are replaced by employees with library experience and work experience, but no library background. Many graduates with professional librarian degrees leave libraries after a year or two. They are not satisfied: often they have to work in subordination to non-professionals, constantly hear reprimands about their weak preparation for practical work. Dissatisfaction of administrators with the level of preparation of graduates of library faculties has become chronic.

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