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## OPTIMIZATION OF TRAINING IN A PROFESSIONAL EDUCATIONAL INSTITUTION AND ORGANIZATIONAL AND PEDAGOGICAL CONDITIONS

**Abstract:** This article is devoted to the topic "Organizational and pedagogical conditions for optimizing training in a professional educational institution". The article shows the importance of mastering the skills of training personnel using pedagogical methods and information and computer technologies. The implementation of organizational and pedagogical conditions shows the importance of developing pedagogical techniques, assimilating educational techniques and consolidating skill. Also, in the process of training, it is necessary to organize special courses that allow you to study, experiment and master new pedagogical methods, information and computer technologies and training methods. In particular, the article shows the importance of organizational and pedagogical conditions for training personnel and the necessary guidelines for strengthening skill in the process of training personnel.

**Key words:** Professional educational institution, training, optimization, organizational and pedagogical conditions, pedagogical technologies, didactics, teaching methods, students, research, improving the quality of education.

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### Introduction

Professional educational institutions are organizational and structural institutions created in order to improve the skills of employees and obtain new knowledge and skills. These institutions must have a number of organizational and pedagogical conditions, which include the following:

1. **Training research planning:** Leaders and instructors of organizations should plan systematic studies of training, testing and evaluation processes. These projects provide for the development of knowledge and skills of employees in a specific area, including familiarizing employees with the latest changes in knowledge and technology, updating methods and methods of self-education.

2. **Creation of courses that correspond to the knowledge and skills of employees:** In professional

educational institutions, it is necessary to create courses that require employees and new personnel. These courses can be organized by teachers, methodologists, psychologists, career guides and other specialists. These courses ensure the development of employees in a certain professional direction, their familiarization with new knowledge and skills, and their professional competencies.

3. **Use of technologies and best practices:** Professional educational institutions ensure the development of methods of training workers in technological processes. These processes may include online learning, video tutorials, interactive learning tools, and other technological techniques. These methods allow employees to learn new methods and help make the learning process better, more efficient and more regular. These methods allow employees to

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learn new methods and help make the learning process better, more efficient and more regular.

**4. Organization of testing and evaluation processes:** Organization of employee evaluation processes is also important in vocational education institutions. Employees should organize assessment processes based on the goals and requirements aimed at evaluating training methods. These evaluation processes help develop employees, improve and develop their professional skills. Evaluation processes may include testing, lesson plans, portfolios, training materials, and other assessment methods.

**5. Providing additional training opportunities:** In vocational education institutions, employees should be given additional training opportunities. These opportunities can be provided in the form of distance learning, multi-purpose resources, articles, books and other professional materials. Additional training opportunities provide even greater access to better knowledge and skills for employees to acquire.

**6. Ensuring development:** Professional educational institutions need to create development plans and support their implementation in order to create opportunities for self-development, professional development and improvement of employees. These plans should be created based on the views of employees and managers, their goals and documents. Plans should include agreed actions, timelines and a system for monitoring the professional and educational development of employees.

At the same time, professional educational institutions provide advanced training for employees by introducing them to new professional skills, developing them and providing additional training opportunities. These institutions include organizational and pedagogical conditions for organizing the processes of training, testing and evaluation and development of employees.

To develop society and increase interest in innovation, production and modernization of industries, a high level of professional development must be ensured. Professional educational institutions are of great importance in this direction and are created to improve professional skills and ensure their compliance with the requirements by providing opportunities for the development and development of workers. Pedagogical conditions created in professional educational institutions are created in order to create an opportunity to improve and develop the professional skills of workers, always strive for development and work with other requirements. These institutions are of great importance for ensuring the professional development of students and society, and by helping them improve their professional skills and work with simple requirements, they meet the specific requirements and development of society.

**Review of the literature on the topic.** A lot of literature is devoted to literature on organizational and

pedagogical conditions for optimizing training in professional educational institutions. This literature covers pedagogy, professional development, spirituality and other interesting topics.

One of them is the book "Training in a professional educational institution", the authors of this book give a correct analysis of pedagogical, psychological and methodological changes related to training and convenient methods used in the training process.

Several studies and scientific articles are also related to this topic. For example, the "System of advanced training stages in professional educational institutions", "Organizational and pedagogical conditions for advanced training" and "Extended training methodology".

Another literature is the book "Organizational and Pedagogical Design and Management". The book contains information on unified design related to organizational and pedagogical design, personnel training, development assessment and organization of the educational process. All this literature can be considered as a good source for familiarization with the necessary organizational and pedagogical conditions for training and strengthening the development of personnel in professional educational institutions.

The authors of the book "Training in a professional educational institution".

O. Abdurazzakov, F. Iskandarov and A. Ragimov. The book was published in Tashkent in 2007.

Turdiyev S.B., author of the book "Organizational and Pedagogical Design and Management", published in Tashkent in 2011.

Zh.Umonov and N. Abduzhabborov, who conducted a study on the topic "System of stages of development in a professional educational institution".

In 2017, this study was devoted to the creation of the scientific journal "Problems of Modern Science and Education".

A.Tursunov is the author of a study called "Advanced Training Methodology", and this study was devoted to the creation of the scientific journal "Problems of Modern Science and Education" in 2019.

"Pedagogical methodology and advanced training" (Author: Sh.R.Nuritdinov, 2008).

"Didactic principles of improving vocational education" (Author: M.A.Khidirova, 2010).

"Pedagogy of professional educational institutions" (Author: A.M.Mirzakulov, 2013).

"Organizational and pedagogical foundations of advanced training" (Author: K.H.Makhmudov, 2015).

"Innovative technologies in professional educational institutions" (Author: A.M.Shukurov, 2017).

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These literature also contain important information about advanced training and organizational and pedagogical conditions for training personnel in professional educational institutions [1, 2, 3, 4, 5, 6].

### MATERIAL AND METHODS

When conducting research on the topic of organizational and pedagogical conditions for optimizing training in a professional educational institution, various methods can be used. These studies tend to include sociological, psychological, pedagogical, information technology, and other methods.

Research methodologies on this topic can be in the following forms:

1. **Questionnaire:** This methodology does not collect important information on organizational and pedagogical conditions for optimizing personnel training. The organization of the survey is of particular importance, since in this method observers have the opportunity to adjust the data, determine the level of importance and carry out optimization.

2. **Analysis of the manager's requests:** With the help of the manager's requests, data can be collected to study and optimize the organizational and pedagogical conditions of personnel training. With the help of requests from managers, it will be possible to identify and solve problems arising in the activities of the institution, and additionally stimulate the training of professional personnel.

3. **Statistical analysis:** This method does not collect a large amount of data and statistical indicators related to the organizational and pedagogical conditions for optimizing training. Using statistical analysis, in any year of the institution's activity, it will be possible to determine the indicators that require optimization of training, established by the state, and the high specialists necessary to further stimulate training.

4. **Survey:** according to this method, questionnaires are used to determine organizational and pedagogical conditions for optimizing personnel training. With the help of questionnaires, he collects concepts and opinions about the organizational and pedagogical conditions of training, organizational activities and pedagogical methods.

5. **Assessment:** using this methodology, specific indicators are prepared to assess the organizational and pedagogical conditions for optimizing personnel training. With the help of this method, pedagogical methods of training, increasing the level of knowledge of students, and further stimulating the professional training of pedagogical personnel are evaluated.

6. **Analysis of the quality and results of education:** Information technologies are used to study the organizational and pedagogical conditions for optimizing personnel training using this methodology and evaluating results. Using this method, moving

information about the activities of the institution is obtained and displayed.

7. **Distance learning methods:** The distance system is used to study and implement in practice the organizational and pedagogical conditions for optimizing personnel training using distance learning methods. With this method, students will have their own time for the educational process, and teachers will have the opportunity to control students, evaluate the results of training, and use other pedagogical advice for further motivation.

8. **Special instructions:** special courses, seminars and trainings are organized to implement organizational and pedagogical conditions for optimizing personnel training using special instructions. With the help of this method, he will have the opportunity to master new methods and methods of training personnel, further develop and undergo training from higher specialists.

Similar various methods are used to conduct research on organizational and pedagogical conditions for optimizing personnel training. These methodologies can also influence institutional development, staff development, and student performance to determine their importance.

These methods can be implemented in all educational institutions, since optimizing training and achieving high student results are the main goals of all educational institutions. It is important in ensuring the high quality of personnel training to conduct studies of organizational and pedagogical conditions for optimizing personnel training, mastering new methods and methods, further self-development and training with senior specialists, organizing special courses, seminars and trainings.

By combining and implementing all methods, you can pay attention to the organizational and pedagogical conditions for optimizing training, study the unique capabilities of educational institutions, additionally motivate employees and ensure that students receive high results.

In addition, the following techniques and techniques can be used to comply with the organizational and pedagogical conditions for optimizing personnel training:

1. **Individual approach:** Study of personnel according to their knowledge, experience and features, mastery of them, organization of private approaches for obtaining high results.

2. **Group approach:** Group approaches include consistent approaches to leadership, methods and ideas that employees share when addressing specific tasks, solving problems in the workplace, or training from bosses.

3. **Training and courses:** Teachers should conduct special courses, seminars and trainings covering all aspects of training, advice and support.

4. **Electives:** The best way for students and staff to gain new experience and knowledge is through

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electives. This can help to motivate employees more, arouse interest in them and acquire new knowledge.

5. **Good organization:** Good organization in educational institutions helps in effective management of the work process, motivation of staff and achievements of students. At the same time, it is also important to evaluate and approach work among employees to achieve success in training.

In order to gain more experience and knowledge, educational institutions cooperate with specialists with more experience. At the same time, employees can acquire important skills for further development and improvement.

## RESULT AND DISCUSSION

Organizational and pedagogical conditions for optimizing training in a professional educational institution are important in ensuring a high level of skill for both employees of the educational institution and students. This allows you to get high results in the workplace with ready-made staff, new knowledge and experience.

To achieve this goal, it is necessary to comply with the organizational and pedagogical conditions of educational institutions and introduce innovative guidelines in this area. In addition, it is important to conduct special trainings and courses on staff training, assess the effectiveness of work, expand selection methods for gaining new experience and knowledge.

As a result, this helps to ensure the effectiveness of educational institutions to achieve success in training personnel, assessing activities, further development of personnel and motivating students. In this case, it is possible to fulfill such important tasks as the further development of educational institutions, effective workflow management, and increased acquisition of new experience and knowledge.

At the same time, organizational and pedagogical conditions and the introduction of innovative manuals will contribute to the successful implementation of training in educational institutions. Educational institutions allow you to create safe and comfortable conditions for self-renewal and preparation for self-improvement, training ready-made personnel as leading specialists and training students at a high level.

Research activities in educational institutions are also important. This will help in the further development of organizational and pedagogical conditions and the successful implementation of innovative applications. Educational institutions combine interaction and influence to make the learning process more efficient.

All this shows the importance of training personnel in educational institutions and helps to master and strive for the implementation of organizational and pedagogical conditions used in this area, and the conditions for the implementation of innovative applications. Research and scientific

results on the topic of optimization of organizational and pedagogical conditions for training personnel in educational organizations show that this direction is important. Research on this topic plays an important role in the development of the field of education.

**First of all**, the introduction of organizational and pedagogical conditions and innovative manuals for optimizing personnel training will make it possible to prepare ready-made personnel at a higher level during.

**Secondly**, research activities in educational institutions are important. This is of great importance in the implementation of innovative applications, since these indicators help to implement and absorb innovations in educational institutions. Further development and renewal of educational institutions will be possible through research activities.

**Thirdly**, the introduction of organizational and pedagogical conditions and innovative manuals will further improve the quality of service in educational institutions. These conditions help students learn new skills and develop.

Variables and high safety requirements indicate the need to implement more innovative personnel training methods. These guides will further empower students and enable them to view ready-made footage safely, conveniently, and efficiently. Further development and renewal of educational institutions is possible by increasing the introduction of innovative manuals for training personnel in educational institutions. According to the data, the organizational and pedagogical conditions for optimizing personnel training in professional educational organizations are as follows:

1. **Special training programs:** In institutions, special training programs should be developed and implemented to train employees. These programs help employees get training and master their activities.

2. **Support from faculty and specialists of the department:** Faculty and specialists of the department play an important role in training personnel. They should help, support and guide employees based on their professional knowledge and experience.

3. **Employee Information Systems:** Educational institutions should organize employee information systems. These systems help employees learn and receive training. Also, through the systems, employees can apply for work, send resumes and other instructions.

4. **Practical training to increase employee experience:** To improve and develop employee experience, practical training and professional guidance courses should be organized. These trainings and courses help employees learn new technologies, methods and practices.

5. **Employee assessment and motivation:** It is important to evaluate and motivate employees. Thanks to these projects, it is possible to evaluate the

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training, plans and results of employees, encourage and develop them in order to achieve high efficiency.

According to the information:

- With good knowledge of organizational and pedagogical conditions in the process of training, new personnel will be able to strengthen their qualifications and prepare well before joining an educational institution.

- Information and computer technologies can be used to determine what organizational and pedagogical conditions should be, in turn, for the application and creation of pedagogical methods that are classified directly in the educational process.

- If this is a short open question, then if such organizational and pedagogical conditions are determined and implemented, then the training process will create good organizational and pedagogical conditions and consolidate new personnel, allow them to be well trained and mastered, mastered and developed, mastered and mastered.

### Conclusion

There are studies, advice and experiments on the organizational and pedagogical conditions for optimizing training in a professional educational institution. Organizational and pedagogical conditions consist of a number of instructions, which should be given due attention.

When implementing these organizational and pedagogical conditions, it is necessary to strengthen pedagogical methods and demonstrate the use of information and computer technologies. This allows you to develop skill and skill in the process of training personnel.

Organizational and pedagogical conditions for personnel training should also be clearly planned and monitored. This allows you to strengthen the process of learning and assimilating new personnel.

At the same time, it is necessary to actively participate in the educational institution of specialists in the basics of practical training and pedagogical methods of training. Also, in the process of training, it is necessary to organize special courses that allow you to study, experiment and master new pedagogical methods, information and computer technologies and training methods.

In particular, organizational and pedagogical conditions for training personnel should be clearly planned, practical training bases and pedagogical methods, the use of information and computer technologies, training and advanced training courses for pedagogical personnel should be used. At the same time, the submission and development of the training process is well controlled and allows them to be mastered in an educational institution.

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