

THE BENEFITS OF DEVELOPING COLLABORATIVE COMPETENCE IN THE WOMEN'S SYSTEM THROUGH A PERFORMATIVE APPROACH

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AYOLLAR TIZIMIDA PERFORMATIV YONDASHUV ORQALI HAMKORLIK KOMPETENTLIGINI RIVOJLANTIRISHNING AFZALLIKLARI

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ПРЕИМУЩЕСТВА РАЗВИТИЯ КОМПЕТЕНТНОСТИ ВЗАИМОДЕЙСТВИЯ В ЖЕНСКОЙ СИСТЕМЕ С ПОМОЩЬЮ ПЕРФОРМАТИВНОГО ПОДХОДА

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Abstract: In the performative approach, the advantage of improving the work of family and women's systems specialists is that the words and concepts used in communication, based on the work being done, are organized clearly, purposefully and sustainably. A performative approach is an approach that involves the actions of indicating, performing, indicating or attempting to achieve something by saying something.

Key words and phrases: performative, approach, team, teamwork, collaborative competence, teamwork competence, teamwork.

Annotatsiya: Har bir soha va uning rivoji uchun unda faoliyat olib boruvchi xodimlardagi kasbiy kompetensiyaga egalik muhimdir. Performativ yondashuvda xotin-qizlar tizimidagi mutaxassislar faoliyatini takomillashtirishdagi muhimligi shundaki, performativ yondashuv vazifani bajarish, belgilash yoki amalga oshirishga intilishni o'z ichiga oluvchi xususiyatdir. Shu boisdan ham, ushbu maqola orqali muallif jamoada ishlash kompetensiyasi — kolloborativ kompetensiya, performativ yondashuvning afzalliklarini o'z fikr-mulohazalarini, tahlillarini bayon qiladi.

Kalit so'z va iboralar: performativ, jamoa, jamoada ishlash, kolloborativ kompetensiya, jamoada ishlash kompetensiyasi, jamoaviy faoliyat.

Аннотация: При перформативном подходе преимущество совершенствования деятельности специалистов по семье и женским системам состоит в том, что слова и понятия, используемые в общении, исходя из выполняемой деятельности, организуются четко, целенаправленно и устойчиво. Перформативный подход — это подход, который включает в себя действия по указанию, исполнению, указанию или попытке достичь чего-либо посредством произнесения чего-либо.

Ключевые слова и фразы: перформатив, коллаборация, команда, командная работа, совместная компетентность, командная компетентность, командная работа.

INTRODUCTION. From the point of view of the concept of socio-economic development in today's modern society, it can be said that one of the important requirements for every employee working in state organizations is the development of collaborative competence in working in a team environment. Because the specialist is considered as an active subject of joint professional activity. The reason for this is that the effective solution of technical, technological and social problems requiring a lot of knowledge requires their multifaceted consideration and analysis in the joint activity of a team of professionals.

We know well that there are shortcomings in traditional education methods. For this reason, it is necessary to use more new training methods for practical processes that lead to the general development of future specialists and prepare them for the future. One such innovation is the development of collaborative competence in learners or employees working in their organizations.

Performative approach (performative approach) is a method used in linguistic and cultural studies, which studies speech and social actions in relation to each other. This approach is based on the theory of speech acts developed by linguists such as Austin and Searle. According to him, some speech acts not only convey information, but also perform an action by saying them.

The concept of cooperative learning helps students actively participate in processing new information by putting group activities instead of using rote methods to learn. In this way, students can defend their position, process new ideas, understand others' perspectives, and gain a better understanding of the topic than if they were working individually.

The main features of the performative approach:

Speech Acts: Speech is not only a means of communication, but also acts through it.

Context: In order to understand a speech act correctly, it is important to know the context in which it occurs.

Performance and Meaning: When a speech act is performed, appropriate rules and conditions must be met for its meaning to be clear.

The performative approach helps to better understand the social and cultural aspects of

language because it sees language as a social practice.

Based on the aforementioned theoretical information, the competence of working in a team can be called a component of collaborative competence. And it is appropriate to explain this in detail in the following - specifically about the use of these listed in practical processes or their benefits for an employee working in a state organization.

MATERIALS AND METHODS.

Collaboration is the act of working with one or more people with different skills to produce something, such as finishing a project, developing a shared idea, or completing a task. The family and women's system mean cooperation in work activities, colleagues with different experiences working together for a common goal to realize a goal or produce results. Collaboration in the workplace is a set of learned skills that help improve productivity, solve problems, develop healthy relationships, and build teamwork. Based on this, below, the competence of working in a team is considered as a component of collaborative competence. Performance Collaboration does not just happen with individual direct reports. These steps apply to sub-teams within the larger team or organization as well. Further, Performance Collaboration dialogues happen with both an overall role and with individual tasks that are assigned. In fact, it is essential that this process first happens with an overall role before it is applied to short-term tasks. To make it simpler we'll use the example of a leader collaborating with a direct report about a particular task or short-term role. Please keep in mind, however, that this should first happen with an individual's overall role, and that it applies to groups of individuals as well. Clarify the overall Purpose of the role or task. Why is this role or task important? How does it align with larger goals and objectives? What exactly is expected as a work product, and by when? What if any resources will be provided? Invite feedback and dialogue.

In the process of preparing future personnel for professional life in higher education institutions, the research works related to the development of professional and collaborative competence, which is useful for the formation of teamwork skills, have not been overlooked by scientists. Several sources prove

that V.A.Adolf, A.A.Derkach, E.F.Zeer, V.V.Ignatova, A.K.Markova, J.I.M. Mitina, S.I.Osipova, V.A.Slastenin, A.J.Tryapitsina, A.B.Khutorsky and other scientists conducted their research in this regard.

As a result of the studies conducted on the central issue and the analysis of several psychological and pedagogical literatures, it can be said that first of all, scientific conditions were created for specialists to solve the problem of teamwork competence development. In particular, attention is paid to various aspects of interaction, its place and role in social life. Scientific works of sociologists and psychologists are a clear proof of this. For example, the works of A.A. Bodalev, V.P.Zinchenko, I.I.Ilyasov, V.Ya.Lyaudis, T.O.Parsons, P.A.Sorokin, V.D.Shadrikov, R.Kh.Shakurov and other scientists show all this.

RESULTS. Consistent application of the sections shown in the figure to organize cooperative learning creates a number of conveniences for learners. Because actions and actions are carried out in a certain order, of course.

Based on this, along with the team, team activity and team work competence, it was the reason for the awakening of opinions about the unit of collaborative competence. It was considered necessary to present these opinions as follows. 4 types of collaboration styles:

1.Communication-oriented collaboration. This style emphasizes effective communication among team members. ...

2.Task-oriented collaboration. In this style, collaboration revolves around achieving specific tasks, goals, or projects. ...

3.Network-oriented collaboration. ...

4.Community-oriented collaboration.

The team is a subject of collective activity the essence of which is the ability to act as a single whole that presents the goals and values of the team, behavior, and relations. Also, the team has the ability to self-reflect and know itself, as a result of which the connection with the team, the image of unity with it "We" is formed. Teamwork as a form of organization of joint activities is expressed by the desire to achieve high efficiency of interrelated and joint activities on the basis of high professionalism of team members who combine team values, goals, responsibility and mutual responsibility.

Going deeper into the concept of teamwork, it is also appropriate to give the idea that teamwork is the qualities, skills and processes of working well with one or more people to achieve a common goal. Teamwork in the workplace is the group's ability to work effectively together, communicate well, define roles and leadership, share resources, and actively listen to each other. In particular, teamwork is a set of learned skills that can help improve workplace morale, build relationships, increase product quality and quantity, and improve retention.

Interpersonal communication is also a very acceptable direction in teamwork. The development of interpersonal communication and interaction skills in practical processes and implementation of pedagogical conditions helps to form qualities that are important for the team.

Therefore, after the formation of the qualities important for the team, it is appropriate to emphasize the competence of working in a team.

Performative competence is an integral, dynamic, activity-based feature of a subject of professional activity, which reflects the ability and readiness for active and effective activity in solving problems in the context of communication and partnership, understanding the importance and value of teamwork. It also includes interaction with other performers based on theoretical and empirical knowledge about the value, importance and methods of team work.

It is known that pedagogical conditions have their value in many practical processes. Its value can also be seen in teamwork.

The pedagogic task of problematic situations in the formation of the competencies of collective interaction of employees is to ensure the purposeful, motivated accumulation of knowledge, skills and personal experience in the practical process of solving production problems together in a newly formed team of employees.

As a pedagogical tool for the development of collective interaction skills of employees, the characteristics of problematic situations are characterized by the following: their reality, confirmed by photo materials, industry news, production practice events, mass media and Internet information; presentation of problem situations together with minimum sufficient vocabulary of social and professional communication,

abbreviations, special symbols and their foreign language versions necessary for collective interaction of employees; selection and design of their content is carried out in cooperation with employers in the organization.

So, it can be said that it is effective to form the competencies of team interaction of employees based on problem situations. It is appropriate to develop a structural-functional model of its formation. Because, based on a specific model, when the development of collaborative competence among employees working in the family and women's system is considered as the main goal, first of all, it is permissible to emphasize the issue of forming teamwork competence in them. After all, the competence of working in a team, which plays a role in cases of practical processes, is manifested as a comp It should also be said that cooperation in teamwork is also very important. Because in this, cooperation increases the productivity of teamwork. Therefore, in the following place, attention was paid to cooperative teamwork and its content.

What is collaborative teamwork? The combination of collaboration and teamwork can mean having a team with unique skill sets for its members and the ability to collaborate effectively. We are well aware of the existence of both individuality and collective group. Each person knows how to use their role, skills and experience, while working together as a team to achieve the goal. For this reason, collaborative teamwork engages the group in joint experiences and problem solving, while assigning individual tasks and roles for autonomy. This type of group work means deliberately coordinating how and when group members act to achieve effectiveness.

We know that each type of work has its advantages and disadvantages. It should be noted that teamwork and cooperation also have advantages.

Teamwork and Collaboration There are many benefits to developing teamwork and collaboration in the workplace. These advantages can be expressed in the following cases:

- teamwork and collaboration increase productivity and efficiency: Collaboration allows people to focus on what they do best to benefit the whole team. Everyone has their own strengths and specialties. They bring these same strengths to the

team they come to work with, creating efficiency and effectiveness.

CONCLUSION. Taking into account the dynamics of the business environment, before improving the processes of innovation development in modern society in a multidisciplinary context, training in the skills of teamwork in various organizations, in particular, in the family and family systems, is becoming more and more important. Together, teamwork and collaboration can foster a healthy work culture and environment. It implies that groups of individuals achieve goals through strong skills and effective work. Collaborative teamwork can motivate employees, increase job satisfaction, find solutions to problems, and develop excellent skills.

Based on the scientific content of the concepts of team, teamwork, cooperation, how to improve teamwork and cooperation in an organization? it is natural to ask that question. Many strategies can be proposed for this. That is, we refer to some methods of implementation of cooperative collective work as follows:

- * Establish leadership. In this process, leadership purposefully considers and implements factors for teamwork. Therefore, it can be said that collaborative leadership creates an easy working environment.

- * Making changes a positive step. Learning to accept changes in the team positively and getting rid of the fear of the unknown means learning to accept failures and criticism with a positive attitude.

- * Creating a group problem-solving style through open communication. Team cohesion can be achieved by encouraging effective problem-solving strategies.

In summary, collaborative competence is important for family and women's system employees. Performative -involves a range of skills and practices that enable teams to work together in a coordinated, respectful, and effective manner.

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