

Sociological Aspects Of Improving Youth Employment In An Innovative Society

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Annotation: At different times, society has created an opportunity for its members to form a respectful attitude to work, to change the feeling of alienation from it, to spend their labor from childhood, to independently determine the forms of identification. However, it did not always go as planned. In sociological research, from adolescence and adolescence, the profession is chosen by those around them (in relation to parents, acquaintances, influential people, etc.) in order to achieve the "maturity" of the person. According to folk proverbs, "a young man has less than forty trades." But it must be admitted that such proverbs are losing their significance in an informed society. Instead, the term "narrow specialization" became more common. It is directly related to ability.

Improving youth employment is primarily related to mentality. The positive, or effective formation of the national mentality over the centuries has been characteristic of the pragmatism in labor relations. At different times, society has created an opportunity for its members to form a respectful attitude to work, to change the feeling of alienation from it, to spend their labor from childhood, to independently determine the forms of identification. However, it did not always go as planned. In sociological research, from adolescence and adolescence, the profession is chosen by those around them (in relation to parents, acquaintances, influential people, etc.) in order to achieve the "maturity" of the person. According to folk proverbs, "a young man has less than forty trades." But it must be admitted that such proverbs are losing their significance in an informed society. Instead, the term "narrow specialization" became more common. It is directly related to ability. Usually psychologists study "ability" in general and specific types. While general abilities create an opportunity for an individual to succeed in any activity, special abilities are the basis for success in only certain types of activities. But any ability depends on the employment relationship.

Local researchers B. Umurzakov and M. Rakhimov in their research compare the Japanese and German peoples, who have achieved great results in their professional intellectual potential: "Hard work is, of course, an important feature of the Japanese national character. However, hard work is also a feature of other nations. For example, Germans or British, Koreans or Americans cannot be said not to be industrious. However, German and Japanese are not the same in terms of attitudes towards labor. While the Germans are calculating, dimensional, thrifty, the Japanese are distinguished by these qualities, along with their inner passion, sincerity, and conscious approach to work. They are able to show their inner beauty even in the process of work, they are very sincere in the process of work, and they are very dedicated. "

The concepts of mentality and labor are inextricably linked philosophically, and it can be said that they have a dialectical meaning. The reason is that this connection is an internal law of development and improvement of human and social interaction on the basis of national characteristics. To do this, we must first understand the full meaning of the term "mentality". Sociologist M. Bekmurodov's research describes it as follows: "Mentality" is a Latin word, the lexical meaning of which corresponds to the concepts of "intelligence", "thinking". In the development of the mind, a person's constant activity at work plays an important role. Mentality is the level of thinking of a society, nation, community or individual, their spiritual potential, their ability to analyze the laws of life, their mental abilities, traditions, customs, rituals and religious beliefs formed in certain social conditions. We can conclude from this definition that its object is "mind, observation, consciousness and contemplation," and that its subject is man himself.

Labor relations play an important role in the formation and development of the national mentality of each nation. "While labor is the driving force behind mentality, mentality in turn provides a national form that defines activity in relation to labor." The existing labor mentality in people becomes a factor that characterizes the character of a person, a nation, a people. But the topic of labor mentality is often

overlooked by researchers. It is time to find a scientific answer to the question of how effectively the issue of mental labor mentality is addressed in today's Uzbek society. This is because the level of work with scientific sources, their comparative analysis, the ability to put their opinion on paper, work with the analytical text, the expression of their opinion in correspondence remains weak. The reason for this can be explained by the fact that intellectual mental labor is not widespread in our way of life, and there is no "explosive" effect on reading and creativity.

The third situation in the Western education system can be observed in the activities of Germany and Russia. In these countries, socialization in education manifests itself as a principle that determines the spiritual formation of the culture of the society. There is no denying that all countries of the world have fully mastered one of these three principles of socialization in the education system or have formed educational relations based on their own culture, making some excerpts or combining them. Experts admit that within these three areas, the British and American systems are far ahead of the others in terms of efficiency. This is probably why the German education system has also been reforming in recent years to shape education that is specific to these countries.

It is known that in recent years the demand for intellectual labor has been growing, and it is determined by the newly created jobs, investment potential and structural changes in the economy. Over the past decades, the effective development of the intellectual labor market in Uzbekistan has lagged behind, and many problems have arisen. In particular, there have been a number of instances where the activation of smart migration has hindered the inflow of innovation-oriented investments. Lack of development of various industries and sectors; low level of financial remuneration for intellectual labor; low mobilization in exchange programs; Insufficient experience of employers to professors and teachers has hindered the effective development of the labor market in the field of science and education. This, in turn, has created serious obstacles to the development of professional intellectual potential of young people.

By studying the components of the intellectual labor market and the analysis of the process of their formation, it became possible to identify the main problems that need to be addressed in this area. Balancing the supply and demand for labor, ensuring the competitiveness of new disciplines and fields of education and improving the skills of researchers, ensuring their social protection would improve the quality of professional intellectual potential. This, in turn, requires the elimination of the problem of creating a pool of scientific personnel, the introduction of intellectual labor, an effective order of socio-economic relations in the labor market.

One of the urgent problems facing the social policy pursued in our country is the formation and effective development of the intellectual labor market. This requires, first of all, the correct use of the objective laws of development of social systems. It should be noted that the study of the socio-economic content of the concept of "intellectual labor market" and its components also allows to determine the main functions of this system.

These are:

formation of the volume, composition and ratio of supply and demand for the factor of intellectual labor;

regulation of supply and demand through socio-economic and legal mechanisms for the widespread implementation of professional intellectual potential;

direct influence on the rational employment of intellectual labor resources in organizations, departments and enterprises;

to promote the employment of young people with professional intellectual potential, increase their international skills and competitiveness;

solving social problems of professional and intellectual potential of young people by improving the vocational guidance of adolescents in schools and increasing the number of income-generating species, etc.

In the late 1960s, sociologists used the terms "counterculture" and "subculture" to describe the processes taking place in society and cultural life. Commenting on the "counterculture", experts say that it can be widely used in sociolinguistics and journalism. According to him, "counterculture" can be understood as a set of values that are opposed to the universal culture that prevails in the development of society. The

idea of subculture was also formed on the basis of this counterculture, and later it became the object of scientific research of many researchers.

Unfortunately, factors in society that view certain types of professional labor as countercultural and subcultural have long been observed. There were ideas ranging from tight control of the internet to complete restrictions. These aspects formed new elements of subculture.

Subculture (Latin - sub - under, under, around and cultura - culture; subcultural) has been used in sociology, cultural studies and social anthropology in relation to one of the norms of behavior that define a part of culture. Subculture is also generally recognized as the culture of different social groups. Some researchers use members of this type to refer to people who are relatively advanced, unable to accept high-level aspects of the leading culture in social life, more specifically to the younger generation. Could this really be the case in practice? Naturally, this remains a contentious question.

Significantly, this is explained by the fact that in the generally accepted culture, many people look at this group of people as strangers, and in turn, people of subcultures do not understand those around them, and see them as boring people.

If we look directly at the subculture of young people, first of all, its central basis is music. These include pop, rock, spring, hip-hop, rap and other genres. Just as every situation and situation is interconnected, dress, hairstyles, gestures, and facial expressions are formed as a link to the music of interest. One side of this issue can be considered, the second and third or fourth sides. Attention should be paid to a variety of attractive or contrasting colors and paints, such as riding in red or yellow cars, and wearing different jewelry on the wrists and neck, and sometimes on the nose and ears (for men). This situation is expressed by some researchers as a temporary way of life and should be considered as a transient process.

In modern society, a number of forms of subculture have been formed. These include Art, Internet communities, industry and sports subcultures. Introduced in 1950 by David Rysman, a U.S. researcher, the term refers to people who adhere to the methods and values they have adopted by minority groups in society. Another researcher, Dick Hebdig of England, uses the term subculture in reference to a group of people whose views and passions are close to each other, who deviate from generally accepted norms and values.

In short, it is good to have a norm in everything. Otherwise, the situation will become so complicated that it will be impossible to control the social situation and relationships. Improving professional intellectual competence, specialization in the existing globalized world is the need of the hour, and members of society, first of all, need to help young people to adapt to these processes, to keep pace with the times, to act in harmony.

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