



## Pedagogical Mechanisms Of Career Guidance For Students

**Usmonova Mukhlisaxon  
Sobirovna**

Associate Professor, Department of Technological Education and Library Science, Kokand State University, (PhD).

E-mail: [usmonovamuxlisaxon@gmail.com](mailto:usmonovamuxlisaxon@gmail.com)  
(ORCID 0000-0003-1603-9455)

**Kochkarova Shahzodabegim  
Makhamadjon qizi**

3 rd year student of the Technological Education Department of Kokand State University.

E-mail: [shahzodabegimgochqarova05@gmail.com](mailto:shahzodabegimgochqarova05@gmail.com)

### ABSTRACT

This scientific article systematically and consistently covers the theoretical foundations, content and essence of vocational guidance of students, as well as pedagogical mechanisms for its effective organization. It also substantiates the role of diagnostic, motivational, information-educational, activity-orienting and reflexive mechanisms in identifying students' professional interests and abilities, and guiding them to a conscious choice of profession. The issues of increasing the effectiveness of vocational guidance based on a competency-based approach and innovative and digital technologies in the modern education system are also analyzed.

### Keywords:

profession, vocational guidance, pedagogical mechanism, competence, motivation, innovative education, reflection, individual approach, digital technologies.

**Introduction.** In the current conditions of globalization and rapid socio-economic changes, one of the main factors of social development is the training of highly qualified, competitive personnel. In this process, a great responsibility falls on the shoulders of secondary schools. Because it is during the school period that students form their initial ideas about choosing a profession, determine their interests, and determine their future life path.

Vocational guidance is a complex pedagogical process that serves to prepare a person for a specific professional activity, taking into account the individual characteristics of the person. This process includes not only imparting knowledge, but also forming a positive attitude towards work, developing a

sense of responsibility and developing independent decision-making skills in students. Vocational guidance is a complex process that has formed at the intersection of pedagogy, psychology, sociology and economics. The theoretical foundations of this process are explained based on the concepts of personality development, activity theory and professional self-awareness.

From a psychological point of view, career choice is the process of a person realizing his own interests, abilities and needs and harmonizing them with the requirements of society. From a pedagogical point of view, this process is carried out through purposefully organized educational activities.

The main principles of career guidance are as follows:

### Scientific and systematic

The principle of scientificity implies that the content of education is formed based on the achievements of modern science. That is, the knowledge given to students must be reliable, grounded, theoretically and practically verified. This principle serves to form a scientific worldview in students, develop logical thinking, and establish a scientific approach to problems. Systematicity implies the systematic, interconnected, and consistent presentation of knowledge. Each new topic builds on previous knowledge and gradually becomes more complex. As a result, the student perceives knowledge not separately, but as a single system and has the opportunity to apply it in practice.

### Continuity and consistency

Continuity means continuous and organic continuation of the educational process. According to this principle, students' knowledge, skills and abilities are gradually developed and there is no interruption between them. Continuous education serves the comprehensive development of the student. Consistency means that knowledge is taught in a certain sequence, from simple to complex. It helps students to easily absorb knowledge, understand logical connection and form a solid knowledge base.

### Individual approach

The individual approach involves organizing the educational process taking into account the personal characteristics, interests, abilities and level of mastery of each student. Based on this principle, the teacher selects appropriate methods and tools for each student. As a result, students develop in accordance with their capabilities, increase their self-confidence and actively participate in the educational process. An individual approach is important in implementing differentiated and inclusive education.

### Social Collaboration

Social collaboration involves strengthening the relationships between students, teachers, parents, and the community in the educational process. Based on this principle, the educational process is carried out not only within the classroom, but also in a wider social environment.

Collaboration develops important social competencies in students, such as teamwork, communication, and a sense of responsibility. It also forms the skills to adapt to real-life situations and solve problems together.

### Practical orientation

The principle of practical orientation means that the knowledge acquired during the educational process is aimed at applying it in real life. That is, theoretical knowledge is reinforced through practical exercises, laboratory work, projects and experiments.

This approach forms professional skills in students, prepares them for work and develops the ability to work independently. This principle is especially important in technology, helping students to deeply assimilate knowledge through practical activities. These principles ensure the effectiveness of the career guidance process.

The main goal of vocational guidance is to help students consciously choose a profession that meets the needs of society, taking into account their individual characteristics.

The implementation of this goal requires solving the following tasks:

identifying students' interests and abilities; providing systematic knowledge about the world of professions; forming a positive attitude towards work; developing professional competencies; forming the skills of independent career choice.

The effectiveness of the vocational guidance process depends on its properly organized pedagogical mechanisms. These mechanisms are inextricably linked and form a single system.

### Diagnostic mechanism

The diagnostic mechanism serves to identify the individual psychological characteristics of students. In this process, tests, questionnaires, observation and interview methods are used. Based on the results of the diagnostics, an individual professional development path is determined for each student.

### Information and educational mechanism

This mechanism involves providing students with comprehensive information about various professions. Lessons, seminars, meetings, excursions and multimedia tools play an important role in this process.

### Motivational mechanism

Motivation is the main driving force in the process of choosing a profession. It is possible to involve students in activities by forming their internal interest and need.

### Activity-orienting mechanism

This mechanism develops students' professional skills by involving them in practical activities. Practical training, project work, and workshop activities are the main forms of this process.

### Reflexive mechanism

Reflection refers to the student's analysis and evaluation of his/her own activities. Through this process, the student understands his/her own capabilities and draws conclusions about future plans.

### Modern pedagogical approaches

Today, the following approaches are widely used in the process of career guidance: competency-based approach; person-centered education; activity-based approach; use of innovative and digital technologies.

Digital technologies, in particular virtual platforms, online tests and career selection programs, are creating wide opportunities for students. The teacher plays a leading role in the process of career guidance. He identifies the interests of students, supports them and shows them the right path. Parents, on the other hand, are important partners in this process.

Vocational guidance of students is one of the priority areas of the modern education system, which directly affects not only the conscious choice of students' future profession, but also their formation as individuals, socialization and finding their place in society. The effectiveness of this process is determined, first of all, by the scientific basis, systematicity and practical orientation of the pedagogical mechanisms used in its organization. In the process of vocational guidance, the coordination of such stages as diagnostics, motivation, information provision, practical activity and reflection is of particular importance.

Through diagnostics, the interests, abilities and individual characteristics of students are determined, which creates the basis for choosing a suitable professional direction for them. Motivation, in turn, forms an internal

need and interest in students for work and occupation. At the information stage, complete and reliable information is provided about various professions, their role in society and prospects.

Practical activities allow you to test theoretical knowledge in real-life situations, form and strengthen professional skills. Through the reflection stage, students analyze their activities, draw conclusions and plan their future activities. The consistent and consistent implementation of these stages develops in students the competencies to consciously choose a profession, make independent decisions and correctly assess their capabilities. Also, the widespread introduction of modern pedagogical approaches, including a competency-based approach, person-centered education, interactive methods and project activities, significantly increases the effectiveness of career guidance. The use of digital technologies takes this process to a new level: virtual career selection platforms, online tests, multimedia tools and distance learning resources create wide opportunities for students.

In conclusion, the process of vocational guidance of students requires a comprehensive, systematic and continuous approach. The correct selection of pedagogical mechanisms and their combination with modern technologies will increase the level of professional self-awareness of students, ensure their adaptation to the labor market, and achieve the training of competitive, qualified personnel.

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