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ABOUT IMPLEMENTATION OF DIGITAL TECHNOLOGIES IN THE
PSYCHOLOGY OF MANAGEMENT

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ABSTRACT:

The article discusses the problem of introducing digital technologies into the educational process of higher education. Psychological reasons for resisting innovations are analyzed, as well as the historical prerequisites for this phenomenon. The psychological and organizational features of higher education transition to the new stage of its development are scrutinized. The "digital model" as a new stage of higher education development includes the creation of the electronic information and educational environment, in particular, on the course "the Psychology of Management", the introduction of electronic online courses into the practice of educating students. Using the example of introducing innovations into the educational process of an educational organization, the result of the implementation of the general trend towards "digitalization" of educational field is shown. Its main stages are outlined, the key implementation difficulties at each stage are highlighted, and recommendations are given.

The sphere of education is one of the priority and most promising platforms for the global competition of modern states for political influence and economic power in the 21st century. The decree of the President of the Republic of Uzbekistan Sh. Mirziyoyev on the "Strategy of actions in five priority directions of development of the Republic of Uzbekistan in 2017-2021" became a new impetus for the radical improvement of this area, a radical revision of the content of training personnel that meet international standards. The Program for the Comprehensive Development of the Higher Education System for the period 2017-2021 was also approved, which includes measures to strengthen and modernize the material and technical base of universities, equipping them with modern educational and scientific laboratories and means of modern information and communication technologies. Despite the fact that great achievements have been made in this area in recent years, global competition poses absolutely specific tasks

for the state in the field of education, which must be solved for the country to remain a full-fledged, independent and respected member of the world community by the middle of the century. In this regard, the President of the Republic of Uzbekistan Shavkat Mirziyoyev also signed the Resolutions "On the organization of the activities of the Ministry for the Development of Information Technologies and Communications of the Republic of Uzbekistan" and "On the Education of the Ministry of Innovative Development of the Republic of Uzbekistan" - which gave impetus to the development of the so-called digital economy. To solve this ambitious task, qualified personnel are needed. Since it is a person who is a key element of the digital economy and the process of transition to it.

In an era of global competition and high uncertainty of the future, the winners are those countries that rely on the person himself, on the maximum development of his potential, on the ability of people to make life better, to develop themselves, culture, fatherland, and the planet in conditions of rapid and unpredictable changes. Education plays a key role in this new agenda. The education system of every country in the world involves the training of specialists who are able to provide quality teaching and learning. Teachers must work in accordance with high professional standards, be responsible for the quality of their work in front of society. For this purpose, it is important to understand what the quality of teaching is, what professional standards should be followed.

The modern requirements of the state for modern graduates have changed due to the social order. Therefore, in the preparation of competitive specialists, special attention is paid to new trends in science. In this work, we would like to consider the specifics of the use of digital technologies in the educational process of higher education.

The speed of change around us has increased dramatically. A fundamental shift is taking place - a new educational environment is being formed. Old materials and techniques do not always easily fit into this environment, and, on the contrary, other potentials appear in it. However, the success of the creation and application of new technologies depends on the awareness of educational theory: the goal of education is not the assimilation of the amount of knowledge, but the development of a free personality.

In the age of the information revolution, a strong lag in the use of digital educational technologies creates a serious danger in a sharp drop in the quality of higher education and in the dissatisfaction of social needs. Hence the need arose for a sharp increase in the level of use of digital technologies, high-quality retraining of teachers of higher education.

The modern theory of digital education is a combination of e-learning and traditional learning, interactivity and personalization of learning. The development and use of new teaching technologies in higher education, which are built taking into account the psychological characteristics of the modern generation of students, is one of the key tasks of the teaching staff of educational institutions.

Within the framework of this article, we want to discuss, first of all, digital technologies, which are actively included in the educational system of higher education. The availability of information resources for trainees has formed in them the idea that digital technologies can solve absolutely all

problems that concern modern society and help overcome social isolation, increase efficiency and introduce innovations.

The purpose of our study is to identify priority areas for the development of the educational process, in particular, in the course "Psychology of Management", based on the analysis of the possibilities of digital technologies, based on the hypothesis of the need for scientifically substantiated implementation of them in the work of forming the educational process at the university, based on the developed us an innovative approach.

The following research materials were used: regulatory and legal documents defining the priority development of the education system in the Republic of Uzbekistan; information resources and technologies of educational organizations; practice of work of leading teachers of the Department of Physical Culture and Psychology of the Tashkent Institute of Architecture and Civil Engineering.

The research methods were the study and analysis of regulatory documents, established practice, systematization and generalization in the construction of conclusions that are relevant for the formation of a scientifically based approach to the implementation of digital technologies in the higher education system.

The lightning speed with which the education system is immersed in digital technologies today is not only surprising, it provides a basis for serious analysis and pedagogical substantiation of many of what is offered in the information space today. In recent years, there has not been a single state project or serious psychological study of the problems of "digitalization" of education, its impact on the formation of the student's personality. At the same time, the importance of the influence of the Internet environment on the younger generation is noted in the reports of the government of the Republic of Uzbekistan, modern media, in the disputes of the teaching community, in the research of undergraduates and graduate students.

The formation of the foundations of professional activity, based on the capabilities of digital technologies, allows us to highlight the key aspects that can become components of the content and technology of organizing the educational process for performing a specific type of professional activity. If skills and knowledge are formed in the process of educational activity, then the development of certain important personal qualities are acquired in the process of practical activity. It should be noted that it is the experience of performing professional tasks that meet educational standards that will help the graduate to be in demand and competitive in the modern labor market.

Based on the results of our research, we came to the conclusion that digital technologies make it possible to orient the educational process not only to meet the requirements of the professional and educational standard, but to form the professional culture of a future specialist, strive for constant self-improvement with the help of information services and technologies.

It is important to note that the analysis of the possibilities of digital technologies in the process of training students for the course "Psychology of Management" allows us to highlight the features that give rise to the development of fundamentally new approaches to its organization, the development of didactic foundations of inclusion in the educational process.

It is no secret that the use of digital technology is considered a basic requirement in many professional fields. This, of course, also applies to education. Now with digital technology, educators can better present material, so learning opportunities are greatly expanded. Today, teachers can communicate with colleagues from all over the world, from other universities. have not left the offline space of conferences and meetings long ago and are happy to participate in webinars, video conferences, online chats.

The practical use of digital technologies in educational activities is realized through various forms of e-learning. Leading teachers of the Department of Physical Culture and Psychology of the Tashkent Institute of Architecture and Civil Engineering have successfully tested electronic forms of textbooks in the educational process for 5 years. The creation of open educational online resources for the course "Psychology of Management" made it possible to quickly adapt online learning, which is expressed in the form of the development of blended forms of learning. We have developed information technology platforms for the organization of teaching and learning the course "Psychology of Management" at the university using digital technologies and electronic teaching materials.

The essence of the digital educational platform we offer is a software package that ensures the introduction of digital technologies, which, in turn, will allow you to move from training in the classroom to training anywhere and at any time. Thanks to this innovation, teachers will be able to design an individual educational route, thereby meeting the educational needs of the student's personality; to turn students not only into active consumers of electronic resources, but also creators of new resources.

In the context of our research, while teaching the course "Management Psychology", we used the following digital technologies and resources:

- EKTSOR - Unified collection of digital educational resources.
- FCIOR - Federal Center for Information and Educational Resources.
- <https://Learningapps.org> - a service for creating interactive assignments.
- www.raptivity.com - program for creating interactive exercises
- <https://storymap.knightlab.com> - a program for creating virtual excursions.

The project for the transition to digital technologies in education is aimed at achieving the above goals in the higher education system. The digital educational and educational portal that we offer will become a platform for all participants in the educational process. Thanks to this system, communication between students, teachers, parents and educational institutions will be carried out in a digital environment.

In today's world, it is inevitable to use technological opportunities to solve many problems in education systems. Technological developments, especially on the Internet, allow information to be unlimited and easily accessible.

First, it is important to emphasize that the use of modern digital technologies allows you to simultaneously apply theory and practice, through a combination of visual materials with the implementation of practical tasks and exercises.

Secondly, game modeling, using digital technologies, brings learning closer to the real professional sphere. Educational institutions of today that cannot manage the digital transition will leave their learners without the necessary knowledge of social, economic and cultural life in the future. Some time ago, teachers thought that what they were teaching would last a lifetime. But today universities must prepare students for the rapidly changing economic and social life, professions that do not yet exist, the use of technologies that have not yet been invented, and the solution of social problems that we do not even know exist.

Summing up, it should be emphasized all the positive results of the transition to digital technologies in the process of teaching the course "Psychology of Management":

- With the transition to digital technologies in this course, the student becomes a full-fledged participant in the educational process.
 - It is possible to combine distance and offline education model.
 - The teacher stops being an invisible element of knowledge and directs the student to high-quality and diverse sources of information.
 - Organization of an individual approach to each student, based on his abilities.
 - Conduct control of knowledge, qualifications and development of students.
 - All monitoring results can be announced in a very short time.
 - Students can receive the results of their work through the online system.
 - Availability of keeping real statistics on student performance throughout the country and provide statistics to the relevant institutions.
- Considering that the use of modern digital technologies in education has already become the norm in our life, but also understanding the need for constant self-development, we have prepared a list of resources that will help university teachers not only keep abreast of all new trends, but also effectively use digital services and technologies in their teaching practice:
- <http://didaktor.ru> - site of the methodologist and educational technologist Georgy Astvatsaturov, which provides the most complete description of modern pedagogical practices, programs and services in Russian. New articles appear every day.
 - <http://marinakurvits.com>. On this website, Marina Kurvits teaches how to effectively apply digital interactive technologies in the educational environment.
 - <https://novator.team> – a portal where the most active and experienced teachers of the country and the near abroad publish their developments.
 - <https://iteacher.rybakovfond.ru> - competition for teachers who actively use digital technologies in education.

In order to consistently continue and bring to a new, modern level of work on the development of science and education, educating our young people with personalities with deep knowledge, high culture and spirituality, the formation of a competitive economy, Uzbekistan declared 2020 as the Year of Development of Science, Education and Digital economy ". This was announced during the message of the President of Uzbekistan Shavkat Mirziyoyev to the Parliament of Uzbekistan. "We need innovative

development like air,” the president said. - We have set the goal of joining a number of developed states, and we will be able to enter this list only through accelerated reforms and the development of science. For this we need personnel from a new formation. Therefore, we started reforming all levels of education, ”he said. “We must deeply master new knowledge and innovative technologies. This will give an opportunity to follow the shortest path of progress, ”Shavkat Mirziyoyev stressed.

For the sustainable development of Uzbekistan, the young generation of our country must deeply master digital knowledge and information technologies, because in the modern world digital technologies play a decisive role in all areas. In 2019, the Republic of Uzbekistan rose to eighth position in the International Index for the Development of Information and Communication Technologies, but this is not the limit of our capabilities. Only the introduction of digital technologies in all spheres of the country's development will contribute to the efficiency of state and public administration, the development of the social sphere, in a word, a radical improvement in people's lives.

To create digital education in the Republic of Uzbekistan, each teacher must understand that he is involved in this business. Both we and our students become active participants during the digital revolution. The system of lifelong education in our country is going through a difficult period, improving the quality of education. In this process, the fusion of traditional education and digital technologies will become an inevitable tool for students who can build their lives not by decree, but based on their own mind, thinking and the command of the heart.

So, we educators are responsible for building the foundation of the digital economy using digital educational technologies.

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