



INTELLECTUAL POTENTIAL AND ITS INCENTIVENESS

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Makhmudov Yusup Ganievich

Professor of Termez State University, Doctor of Pedagogical Sciences, Uzbekistan

Allayarov Djura Khaikalovich

lieutenant colonel, head of the public order department of the Department for Coordination of Activities of Internal Affairs Bodies of Tashkent, Yakkasaray District, Uzbekistan

ABSTRACT

In this article, the authors reveal the essence of intellectual potential and its stimulation.

KEYWORDS

Intelligence, stimulus, potential, wisdom, movement, consciousness, consideration, ability, factor, reason, economics, talent.

INTRODUCTION

In Hadith there is an adage (literally: from the cradle up to grave whether in the search for science from the lullaby to death) in the meaning of "the century of living - the age of learning." In order to appreciate this wisdom, a person will not have enough vocabulary. It shows that our people have long paid much attention to science.

How can you assess the social situation of two completely destroyed countries, like Germany and Japan, who lost the Second World War? What is the main reason for achieving such high rates? Can intellectual potential be its main cause? The state of Japan argues that the main reason for this is education, that is, after the Second World War, more than 95 percent of the Japanese people were literate (1).



To date, there is a great controversy surrounding the concepts of scientific intelligence and intellectual potential. What is intelligence? Intellect - (intellektus) is a mind, understanding (consciousness, consideration), an important component of individual mental abilities, a person's ability to conduct mental observation (2). According to Wexler, intelligence is a global ability to conduct mental actions, rational thinking and management of life circumstances, successful adaptation to the possibilities of the environment.

In the opinion of most psychologists, the intellect is the individual's capacity for the environment. In science, there is no single and complete definition of the concept of intelligence. Perhaps a long time will continue disputes around this issue.

How to determine intellectual potential? Up to now, in the West, intellectual potential has been determined depending on the fulfillment of the task. However, how much is this method in force to determine the intellectual potential of a person? The division of people according to the results of tests for "medium", "lagging behind", "gifted" is not the most optimal solution to the issue. Since no one who showed a high intellectual potential on the test results could not reach heights, like Beruni, Khorezmi, Einstein or Mozart. In addition, they have left no tangible trace in the history of their homeland. It is well known that only mental abilities are not enough to achieve social success.

How does intellectual potential manifest itself? There are several factors of intellectual potential. For example, as people say, "eat in the blood, eat in the genes." This can be called a genetic factor. If the intellectual potential is dependent on the genetic factor, it is appropriate to note that in Central Asia, many scientists contributed greatly to the development of world science. This is the founder of

medicine Abu Ali IbnSina, the founder of the computer algebra of Khorezm, and also Beruni, AlisherNavoi, MirzoUlugbek. According to the genetic factor of Uzbekistan, such scientists should still be born. However, there are other reasons for the manifestation of intellectual potential, that is, the influence of the environment.

The influence of the environment underpins family, social, political, socio-economic conditions. Why do people aspire to high-intellectual potential? The answer is simple, the desire for a good life. The concept of a good life is a vast concept. A person can measure it differently. Once a person strives to increase intellectual potential for a good life, in a market economy, intellectual potential should be stimulated. Stimulation can be tangible or intangible.

Wages (incentives) for a pedagogical worker determine not only the reproduction of his family (a means to meet the need, but also the significance and status of the work performed by him), and the value of the individual worker (3).

The profession of the teacher was always famous. Becoming a teacher has always been a pride. However, recently this profession began to lose its value in society. It has been said above about the reason for the fact that due to the formation the loser of the Second World War and the completely destroyed Japan reached a high status. For what reason does the status and value of the teacher in society fall and disappear, not in stimulation is its cause.

In a market economy, no person will do the work in the absence of interests and incentives. For example, food products needed for people's living are produced by the producer not only for the sake of importance for life, but also for the purpose of their realization and obtaining a certain benefit from this. Similarly, industrial goods and services are aimed at making a



profit. From this it follows that in a market economy, the intellectual potential must be adequately stimulated. What indicators need to be considered in the process of stimulation?

How important and necessary psychological motivation is in the management of personnel, and when stimulating intellectual potential, if you take into account the motivators, you can achieve effective results.

The analysis of motivations can be carried out proceeding from ideas in the following order and process.

"Theory of Order" –is a motive or basis that brings people into action for a particular job.

The "process theory" –is the basis for the motivation for the origin of one or another process, the result of which will depend on the agreement. The process theory includes not only the processes that occur in one person, but also the processes that are going on around him. In this case, it is appropriate to recall Maslow's Theory of Peculiarities. Maslow dividestheneedsintoclasses (4).



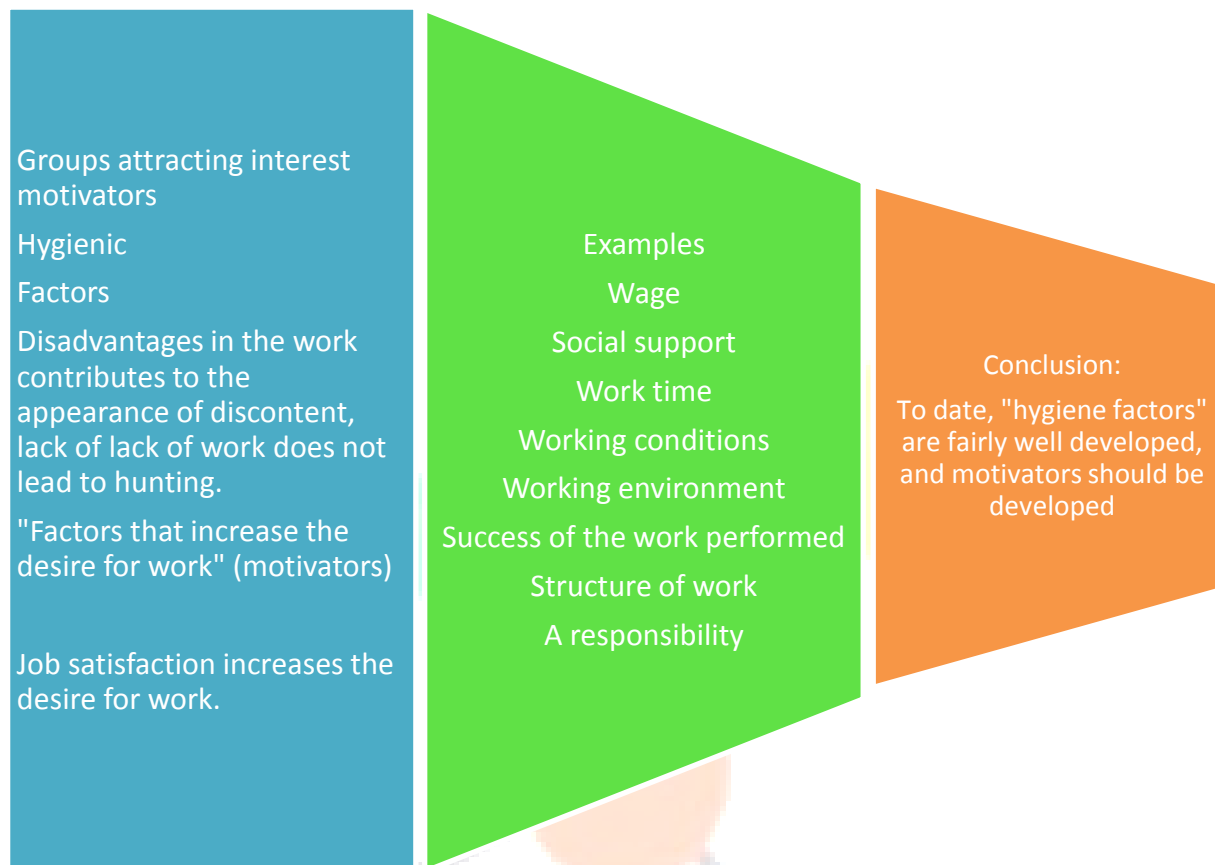
Drawing 1

1-structure. Pyramid of Maslow's needs.

Physiological needs are sanitary and hygienic needs in relation to food and clothing. Persuasion is the provision of permanent work and permanent residence, a pension in the old age. Social needs - find their place within a certain group.

1. Have your status, that is, be recognized in society.
2. Satisfaction of all needs is an unfulfilled need.

According to the pyramid of Maslow's needs, if the first need is not met, there will be no aspiration for a second need.



2-structure. The theory of two factors of Herzberg.

The theory of the two factors of Herzberg is very different from Maslow's "pyramid of needs" (5), but merely supplements it. If Maslow proceeded from human needs, then Herzberg proceeded from factors that attracted interest in the work (motivators).

The "pyramid of needs" of Maslow is applicable in all countries of the world, and the theory of the two factors of Herzberg is applicable only in developed countries.

The basis of the "Process Theory" is the desire, which in turn depends on the importance of stimulation and on the assumptions made.

The degree and period of interest depends on the internal and external sections of the incentive. Internal motivation or inner stimulation is getting pleasure from the work performed, from the results of the work performed. External motivation or gesticulation is an assessment given to the work done. It can be of several kinds. For example, in cash, deserve the recognition of others.

When analyzing the theory of structure, one can see the possibility of meeting the needs in the workplace. For example, in the process of performing work, physiological needs and belief in Maslow's "pyramid of needs" can be met. Because in this process you can make sure of the stability of wages and permanent work. However, higher needs will not be met. To meet



higher needs, you need to organize work in groups. The evaluation given to the work done in the theory of structure is not taken into account, which in turn can clarify the question of satisfaction or dissatisfaction of needs. However, the "theory of the process" can clarify this matter.

Under the theory of structure, it is not enough to change the objective conditions of work. Because the subjective recognition of the objective is more important. For example, the evaluation given by colleagues to the work performed within the group under the theory of structure would be insufficient. The strength of the impact on motivation is determined by the recognition of opportunities or an objective assessment of it.

Recognition of opportunities or an objective assessment of it can be given from the outside. For example, the evaluation given the products is produced by the educational institution or its service. Only the buyer can give an objectively true assessment of the product or service. Both data of the theory do not negate each other; on the contrary they complement each other.

In developed countries, the above motivators are taken into account in the stimulation process. In the period of globalization, human resources (intellectual potential) become even more mobile. A person living in the same continent can find work in another

continent. Competition in advanced economies forces all enterprises to use the world's intellectual potential (6). Those who cannot effectively use it, clearly understand what awaits them in the future. For this purpose, multinational enterprises of the world are trying to organize special funds and through them use intellectual potential (7). Organizing well-funded funds bring to their country the intellectual potential of all regions of the world. As a result, these countries are developing rapidly.

It is time to support intellectual potential in the Republic of Uzbekistan. Proper organization of its stimulation will not leave doubt in the great future of Uzbekistan.

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