



**IMPROVING THE MECHANISMS OF MILITARY PEDAGOGICAL PERSONNEL TRAINING**

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**Abstract**

Improving the mechanisms of military pedagogical personnel training is one of the most crucial tasks of modern military education. This article analyzes the system of military pedagogy, its distinctive features, and innovative approaches that meet contemporary requirements. Special attention is given to enhancing the professional competence of military personnel, integrating digital technologies into the educational process, and increasing the share of practical training. Additionally, recommendations are provided on utilizing advanced foreign experiences, implementing an individualized approach in military personnel training, and developing the retraining system. The research findings may contribute to improving the efficiency of military pedagogical personnel training and advancing the education system.

**Keywords:** Military pedagogy, personnel training, innovative education, digital technologies, practical training, professional development.

**Introduction**

The training of military pedagogical personnel is one of the key areas in shaping specialists in national security and defense, directly influencing the efficiency of the country's armed forces and military education system. Today, the process of military personnel training is evolving in line with modern threats, new technologies, and pedagogical innovations. Therefore, improving the military education system, modernizing training methods, and enhancing the qualifications of military pedagogues are of paramount importance.

Military pedagogy is a specialized pedagogical discipline focused on teaching and training military personnel, developing in accordance with the needs of the armed forces. Military educators must not only possess theoretical knowledge but also practical skills. They are required to make quick decisions in combat situations, prepare military personnel both physically and psychologically, and ensure their psychological resilience.

Currently, there are several challenges in the training of military pedagogical personnel. One of these is the predominance of traditional teaching methods and the limited use of innovative technologies. Additionally, the dominance of theoretical knowledge over practical training remains a significant issue. Expanding the use of interactive methods, simulators, and digital learning platforms in military pedagogy is essential.

At the same time, the system of training military pedagogical personnel must meet international standards. Studying foreign experiences, adopting best practices from developed countries, and adapting them to the national system are among the key objectives. In particular, the integration



of multimedia technologies, implementation of distance learning methods, and enhancement of practical training are modern requirements in military education.

Furthermore, great attention must be paid to improving the moral, ethical, and psychological preparedness of military pedagogical personnel. Organizing specialized training sessions to help military personnel cope with psychological pressure, work effectively in teams, and make quick decisions is of great significance.

This article analyzes the system of military pedagogical personnel training, its improvement mechanisms, and modern innovative approaches. It discusses the role of practical training in military education, the effective use of digital technologies, and the implementation of advanced foreign experiences. Additionally, recommendations and proposals for increasing the efficiency of personnel training are presented.

### **Literature Review**

Numerous researchers have conducted scientific studies on improving the mechanisms of military pedagogical personnel training. In particular, H.H. Khasanboev's works [1] present practical research on ensuring that pedagogical personnel in Uzbekistan's military education system meet modern requirements. The author discusses key challenges in enhancing the qualifications of military pedagogues and proposes solutions, emphasizing the necessity of integrating innovative technologies into the training process.

T.O. Jalolov and N.N. Akbarova [2] analyze the pressing issues in training educational leaders and pedagogical personnel. They examine the factors affecting professional development and offer solutions for improving qualification processes.

D.T. Nematullaeva explores the prospects of developing educational, social, and professional support systems for pedagogues, studying foreign experiences. Her research provides an analysis of countries that have achieved high standards in pedagogical education [3].

U.S. Baymatova [4] discusses the didactic opportunities of applying formal and informal education methods in continuously developing the professional-pedagogical competencies of personnel in vocational education. The author also examines the modernization of instructional materials based on contemporary approaches.

I. Kholiqov [5] has studied the enhancement of personnel training systems in military educational institutions. The author analyzes different approaches to improving the system and suggests ways to increase its efficiency.

M.A. Majidov [6] pays special attention to the prospects of developing the innovative potential of military pedagogical personnel. His research focuses on upgrading qualifications, integrating modern pedagogical technologies, and increasing the efficiency of the educational process.

Similarly, A.M. Majidov [7] examines ways to activate military education in higher military educational institutions, proposing methods aimed at improving its effectiveness.

B.X. Nurmatov and I.I. Nutfiyev [8] conduct an in-depth analysis of the significance of an innovative technological approach in education quality. They highlight how the application of advanced pedagogical technologies enhances the quality of personnel training.

L. Nurulloev [9] focuses on the pressing issues of military personnel training at the Chirchiq Higher Tank Command Engineering School and proposes solutions. His work, presented in a



scientific-practical conference, includes several practical recommendations for developing the military education system.

Additionally, considerable attention is being given to implementing innovative approaches and modern methods in military pedagogical personnel training, enhancing educators' qualifications, and ensuring their professional development. Overall, the aforementioned studies focus on integrating innovative technologies into military education, improving its quality and efficiency, and advancing the professional development system. These studies provide an in-depth examination of pressing issues in military education and offer effective solutions for their resolution.

### **Research Methods**

In the research aimed at improving the mechanisms for training military pedagogical personnel, a variety of scientific and practical methods were employed. These include the analysis and synthesis method, where existing military education systems and international experiences were thoroughly examined. Various military education concepts were studied, selecting the most effective models for implementation. Additionally, the descriptive-experimental method was utilized, where the application of military education processes in practice was studied, results were analyzed, and the effectiveness of new approaches was assessed.

Sociological research also played a crucial role, involving surveys and questionnaires conducted among military education institution instructors, cadets, and specialists to gather their opinions and suggestions. The experimental-trial method was applied by implementing innovative teaching methods and technologies in practice and evaluating their effectiveness. Furthermore, statistical analysis was conducted, where the data collected during the research was numerically analyzed, comparing various indicators and results from a statistical perspective. These methods enabled the development of scientifically grounded and practically tested solutions within the research.

### **Problem Statement**

Military pedagogy is a specialized pedagogical discipline focused on training military personnel, enhancing their qualifications, and shaping the moral-psychological structure of military staff. It examines the unique characteristics of military education, the organization of the learning process, and educational activities.

### **Main Objectives of Military Pedagogy:**

- **Training military personnel:** Teaching and educating cadets in military educational institutions, providing them with the necessary knowledge and skills. The successful implementation of this process is a key factor in the country's defense capability.

### **Key Directions in Military Personnel Training:**

1. **Theoretical Training:**
  - Military sciences (tactics, strategy, weaponry, military technology, etc.)
  - General education subjects (history, geography, mathematics, etc.)
  - Legal training (military law, international humanitarian law, etc.)
  - Language training (studying foreign languages)



2. **Practical Training:**
  - Skills in using military equipment and weapons
  - Tactical exercises and training battles
  - Physical training
  - Drill training
  - Medical training
3. **Moral and Psychological Training:**
  - Patriotic education
  - Developing a sense of duty and responsibility
  - Discipline and obedience training
  - Cultivating courage and determination
  - Enhancing teamwork skills

#### **Basic Principles of Teaching and Educating Cadets in Military Educational Institutions:**

- **Scientific approach:** The learning process must be based on modern scientific advancements.
- **Practical orientation:** The learning process should prepare cadets for their future service activities.
- **Personalized approach:** Teaching and training should consider the individual characteristics of each cadet.
- **Patriotism:** Instilling a love and commitment to the homeland in cadets.
- **Discipline:** The learning process must be organized under strict discipline.

#### **Important Aspects of Military Personnel Training:**

- **Utilization of modern technologies:** Implementing advanced information and communication technologies, simulations, and modeling techniques in the learning process.
- **Enhancing the qualifications of teaching personnel:** Continuously improving the professional skills of professors and instructors at military educational institutions.
- **International cooperation:** Exchanging experiences and collaborating with foreign military educational institutions.
- **Modernizing the educational material base.**

#### **Military Personnel Training as a Continuous Process in Ensuring National Defense Capability**

**Enhancing the Qualifications of Military Personnel:** Improving the professional skills of military personnel involves training them in the use of modern weapons and military equipment, as well as strengthening their psychological and physical preparedness. This process is an ongoing endeavor aimed at maintaining high-level readiness.

#### **Main Directions in Professional Development:**

1. **Professional Training:**
  - Enhancing skills in the use of modern weapons and military equipment.
  - Improving tactical training and combat operation skills.



- Advancing engineering, communication, medical, and other specialized training.
  - Refining military command and staff work skills.
2. **Moral and Psychological Training:**
    - Strengthening patriotism, commitment to duty, and responsibility.
    - Developing resilience in extreme conditions.
    - Enhancing teamwork and leadership skills.
  3. **Physical Training:**
    - Improving endurance, strength, and agility.
    - Refining proficiency in various physical exercises.
    - Engaging in military-applied sports disciplines.

#### **Main Forms of Professional Development:**

- Retraining and advanced training courses in military educational institutions.
- Training exercises and drills in military units and formations.
- Tactical exercises and training battles on military training grounds.
- Participation in international military exercises.
- Self-study and continuous self-improvement.

#### **Key Aspects of Professional Development:**

- **Utilization of modern technologies:** Incorporating advanced information and communication technologies, simulations, and modeling techniques into training programs.

Advanced training of teaching staff: Continuously improve the professional skills of professors and teachers of military educational institutions.

International cooperation: Exchange of experience and cooperation with foreign military educational institutions.

Modernization of the educational material base.

Advanced training of military personnel is a continuous process that plays an important role in ensuring the country's defense capability.

Spiritual and moral formation of the personal composition: Instilling patriotism, loyalty to duty, courage, discipline and other positive qualities in military personnel.

Studying the specific features of military education: Identifying the specific features of military education that affect the pedagogical process and organizing the educational process taking them into account.

Application of modern pedagogical technologies in military education: Application of modern pedagogical technologies, including information and communication technologies, to increase the effectiveness of military education.

The main directions of military pedagogy:

Theory of Military Education: Studies the aims and objectives, principles, forms and methods of military education.

Theory of military education: studies methods of training patriotism, devotion to duty, courage, discipline and other positive qualities in military personnel.



Military didactics: studies the methods of organization and implementation of the military educational process.

Military pedagogical psychology: studies the psychological characteristics of military personnel, factors affecting their educational and service activities.

Military pedagogy is an important component of the military education system, which plays an important role in the training of military personnel and the formation of personnel.

Here is the translation of your text into English:

Uniformity needs to be changed. The main tasks of military pedagogy are as follows: providing military personnel with professional knowledge and skills, developing physical and psychological stability, enhancing organizational and leadership abilities, and strengthening military discipline and teamwork skills.

Unlike traditional teaching methods, military pedagogy takes into account the specifics of military service. It involves not only theoretical knowledge but also practical exercises, developing stress resistance, and skills for making quick decisions in combat situations. Military pedagogy training is carried out through specialized military educational institutions. These include military academies and universities, higher military educational institutions, military lyceums and cadet schools, as well as military vocational training courses.

The curricula at military educational institutions include several areas. These include theoretical subjects (tactical training, strategy, military history), practical exercises (shooting practice, physical training), and lessons on developing command and management skills. Additionally, psychological training and military psychology are also essential parts of the educational process. In military pedagogy, both traditional and innovative methods are used. Traditional methods include lectures, practical exercises, and discussions, while modern methods include interactive teaching, simulators, virtual reality technologies, case studies, and psychological training exercises. In the process of preparing military personnel, it is also crucial to involve qualified teachers and experienced specialists.

The military personnel training system plays a significant role in strengthening the country's defense potential. Developing the military education system to meet modern threats, introducing innovative approaches to training, and improving the effectiveness of practical exercises are some of the key tasks. The use of new methods in military pedagogy and training qualified specialists is one of the main factors in enhancing national security and military capabilities.

The process of training military personnel should be continuously improved, as the characteristics of military service and security threats in the world are constantly changing. Modern military operations require high intellectual and technological skills. Therefore, improving the military education system and preparing pedagogical personnel to meet modern demands is a pressing issue.

The changing nature of modern military threats and geopolitical situations requires a review of the readiness of military personnel. Service members must be able to operate effectively not only in classic combat scenarios but also in the context of cyber threats, information warfare, and hybrid warfare. This necessitates the integration of new subjects, digital technologies, and innovative approaches into their training process.

Improving teaching methods is also an important issue. Currently, there are cases where more attention is given to theoretical lessons, and practical exercises are insufficient. Military educators



need to focus on using modern pedagogical technologies, increasing interactive and practical exercises. Moreover, significant attention should be given to enhancing the psychological and professional competencies of military personnel. Developing the ability to make correct decisions in extreme situations, work effectively in a team, and maintain balance under high stress is crucial. The widespread use of innovative technologies and digital platforms is required. Virtual simulators, simulation systems, and artificial intelligence can help make practical exercises closer to real-life situations. Additionally, implementing distance learning will broaden opportunities for improving military educators' qualifications. The use of digital technologies and simulators will elevate the military education system to a new level. For example, virtual reality (VR) and augmented reality (AR) technologies can be used to model combat operations and study military tactics.

Studying and applying advanced foreign experiences is also of great importance. It is necessary to analyze the military education methods of countries such as the USA, UK, Germany, Russia, and China, and adapt them to the national system. In particular, implementing the experience of training military personnel according to NATO standards could yield effective results. Furthermore, increasing the proportion of interactive and practical exercises is required. Strengthening theoretical knowledge through practical exercises can enhance the qualifications of service members.

The possibilities of using distance learning and online platforms should be expanded. The focus should be on improving the learning process through the internet and digital resources. Organizing special online courses, webinars, and video lessons for military personnel can improve their knowledge and skills. The system of improving and retraining military educators is also crucial. Teachers should continuously improve their qualifications and master new methods, and organizing international seminars, conferences, and training sessions would be effective.

The military personnel training system must develop in line with modern demands. To respond to contemporary threats, it is necessary to enrich the educational process with innovative technologies, enhance practical exercises, and train qualified specialists. The effectiveness of military education can be increased through digital technologies, simulators, and interactive exercises. Additionally, studying and incorporating foreign experiences into the national education system can lead to a new phase in military personnel training in the future.

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### **Proposals and Analysis**

To make the process of preparing military pedagogical personnel more effective, it is essential to continuously improve and introduce new methods. The current global security threats and the development of military technologies place high demands on the military education system. Therefore, the following strategic directions are necessary to increase effectiveness:

#### **1. Use of Innovative Educational Technologies**

It is crucial to implement modern pedagogical methods. This includes virtual and augmented reality (VR/AR) simulators, artificial intelligence (AI)-based learning systems, and simulation technologies. These technologies serve to enhance the skills of military personnel and prepare them for quick decision-making.



## 2. Increase the Proportion of Practical Exercises

Along with theoretical knowledge, practical exercises should also be emphasized. Combat tactical drills, role-playing games, team-based case studies, and decision-making training help enhance practical experience.

## 3. Enhancing and Retraining Military Educators

Regularly improving the knowledge of military educators is vital. Studying advanced foreign experiences, participating in international seminars and training sessions, and developing new curricula ensure an effective teaching process.

## 4. Utilizing Distance Learning Opportunities

Internet technologies enable the implementation of distance learning. Online courses, webinars, digital libraries, and interactive tests serve to improve the qualifications of military pedagogical personnel.

## 5. Strengthening the Material and Technical Base of Military Educational Institutions

Strengthening the material and technical base enhances the efficiency of the educational process. Modern teaching equipment, laboratories, simulation centers, and electronic resource databases need to be reinforced.

These measures ensure the high-quality and effective preparation of military pedagogical personnel.

## Conclusion

The system of preparing military pedagogical personnel must be continuously improved. Modern threats and the development of military technologies are placing high demands on the military education system. Military educators need to possess contemporary knowledge and skills, use innovative teaching methods, and pay attention to practical exercises.

To ensure effective preparation, several key proposals are provided:

1. **Use of Innovative Technologies** – Implementing VR/AR, simulators, and artificial intelligence capabilities.
2. **Increasing Practical Exercises** – Strengthening combat tactical drills, role-playing games, and interactive training.
3. **Enhancing the Qualifications of Military Educators** – Studying foreign experiences, participating in international training sessions, and applying modern methodologies.
4. **Developing Distance Learning** – Using online courses, webinars, and digital resources.
5. **Strengthening the Material and Technical Base** – Establishing new teaching equipment, laboratories, and simulation centers.

Implementing these measures will enhance the effectiveness of the military pedagogy system and contribute to strengthening the national defense capabilities.



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