

4k Model of The Importance of Teamwork in Training it Professionals

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Abstract:

In this article, the benefits of the 4k model for developing the ability to work in a team, i.e. cooperation, and the aspects that the teacher should pay attention to in the teaching of information technologies are highlighted.

Keywords: Hackathon, competence, position, cooperation, STEAM, 4K, Independence, initiative.

Introduction

We all know that the 21st century is known as the age of information technologies. Information technologies in our country have developed rapidly over the last 5-8 years, if not from the beginning of this century. Nowadays, information technology is being integrated into almost every field. [2] We generally understand the automation of management organization, calculation and data storage operations with the help of computer programs and information systems. But developed countries are handing over many tasks performed by humans to artificial intelligence. The implementation of information technologies in the fields pays off and reduces time and costs. The development of information technologies causes the emergence of new professions, terms and technologies in society. An example of such new terms is the word hackathon. Hackathon is an English word that means to hack.[1]

A hackathon is organized by a company in order to create software to digitize its work. In this case, the programmers form a team depending on the direction. The company will announce the day and location of the hackathon, and all teams will meet at that time. The program of the issue will be created within the period specified by the company. The company selects the best projects created by the teams and the specified amount of money is awarded to the winning team. It is known that

programmers work as a team in other projects as well, and this is giving good results. It is known from such examples that the ability to work in a team is important in the training of personnel in the field of information technology and programming.

Within the framework of various competency models, the ability to cooperate enables active communication with others and effective team work in various areas.[7] Collaborative skills are skills such as listening to other people's opinions and agreeing with other suggestions even to the detriment of others, creating one's own part when the team is working on a task, working in the common work of the group, as well as identifying one's own contribution and evaluating the team. creates.[8] The structure of this skill is as follows.

1. Acceptance of common goals:

- sharing team goals and putting them ahead of their own goals, ability to work in a team, unify team decisions as a result of work, manage emotions in team work.

2. Social communication:

- participate in discussions, conduct negotiations, interact with other team members with mutual respect, listen and accept other people's opinions, coordinate their actions with others;
- willingness to help them; readiness to take responsibility for the general.

3. Fulfillment of assumed obligations:

- willingness to take such a position in teamwork and accept a role that is effective;
- performing part of the work responsibly, achieving quality as a result.

4. Independence and initiative:

- ability to work independently and show initiative in performing assigned tasks;[5]
- the ability to involve all members of the team in solving the problem, to provide them with psychological support and motivation.

It should be noted that every time the teacher gives assignments to students, he has the opportunity to teach them to work in a team. It is necessary for the teacher to help repeat the basic rules of teamwork with students, and they are as follows:

- speak in turn and listen to everyone;
- consideration of all submitted proposals;
- do not give insulting comments to the proposals of group mates;
- first ask for help from team members and only then others or the teacher;
- consistent distribution of work among all team members;[6]
- if you wish, identify the persons responsible for a particular area of work.

The ability to work in a team, interact and cooperate is important for every profession. To develop this ability in future frames, it is necessary to use the 4K model. If we want to help students develop this important skill, we need to organize the educational process in such a way that we often assign them to work in a team. To do this, we need to answer three important questions:

- How can new competencies/skills be incorporated into programs?
- How to form them in a group?
- How to evaluate them?

Answers and solutions to the first question are being implemented. The use of STEAM and 4K models has been introduced in order to develop additional skills in many economic schools in our republic. The teacher will have to pay attention to the following questions and solve them.[15]

The 4K model is not new to education, but it is innovative. Teachers have always used 4K elements, probably use them every day. What can be changed is knowing how, when and why to use them.[13]

When in a larger group, we can sit in a circle and observe the possibilities of human cognitive development by sharing ideas, solving problems, and imagining solutions. Everyone in the team has the opportunity to strengthen and improve their social skills by respecting each other, listening to different points of view, waiting for our turn, and learning patience. All of these skills put into practice lead to greater tolerance, acceptance, and an open mind to different perspectives and ideas.[11]

In small groups we:

- Increase the possibility of understanding the didactic material due to different points of view in the group;
- Strengthen the sense of trust and confidence that comes from working together to achieve a common goal;
- We can build a foundation for mutual respect and accountability.

By engaging students more actively and allowing them to collaborate in the process of co-development, they will have to listen to each other rather than compete for the best answer and result.[9]

Well, the teacher might think, "I need to watch them work to make sure no one gets hurt." But not so! As a good art director, the teacher takes the time to organize the materials, carefully select the tasks assigned to the groups, as well as the tools they will need to achieve their tasks. Uses a clear and positive communication style when explaining ideas, before entering groups, to achieve our goal.

It is useful for the teacher to keep vigilance during the activity and give help and suggestions when necessary. As many authors of modern pedagogy have pointed out in their research, the concept of creating an environment following certain guidelines can have a significant impact on the learning process.

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