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CROSS CULTURAL ANALYSIS OF STUDENTS OF FOUR REGIONS OF UZBEKISTAN

***Abstract:** The work is devoted to the development of the knowledge about similarities and differences of national cultural values of societies of the regions of Uzbekistan for effective formation of integration ties within the branches of economies of the regions of the country and foreign countries for sustainable development of economies of the regions and the share of the economy of the country in the global economy. Quantitative values of the Hofstede`s dimensions of national cultural values of students of regions of the country are identified and their comparative analysis is carried out. Results of the analysis are discussed. Their usefulness in enhancing intercultural relations and integration of migrants into new cultures is emphasized. Areas of use of the results of this*

study are indicated. Recommendations for further development of the research are given.

***Key words:** Hofstede`s dimensions of culture, national cultural values, dispatchers, air traffic management, similarities and differences.*

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КРОСС КУЛЬТУРНЫЙ АНАЛИЗ СТУДЕНТОВ ЧЕТЫРЕХ РЕГИОНОВ УЗБЕКИСТАНА

***Аннотация:** Работа посвящена развитию знаний о сходствах и различиях национально-культурных ценностей обществ регионов Узбекистана для эффективного формирования интеграционных связей в*

отраслях экономики регионов страны и зарубежных стран для устойчивого развития экономик. регионов и доля экономики страны в мировой экономике. Определены количественные значения измерений Хофстеда национально-культурных ценностей учащихся регионов страны и проведен их сравнительный анализ. Результаты анализа обсуждаются. Подчеркивается их полезность в укреплении межкультурных отношений и интеграции мигрантов в новые культуры. Области использования результатов этого исследования указаны. Даны рекомендации по дальнейшему развитию исследования.

***Ключевые слова:** Размеры культуры Хофстеде, национальные культурные ценности, диспетчеры, управление воздушным движением, сходства и различия.*

1. The role of development of the knowledge about culture in order to strengthen the role of higher education institutions in sustainable development of the regions of the country in the context of globalization and to increase the efficiency of formation of integration ties.

In the development of cooperation between regions within the same country and between countries, specialists who have been educated in higher education institutions in those countries play an important role. Uzbekistan's air transport industry plays an important role in sustainable development of the economic sectors of the country's regions and in increasing the share of the country's economy in the global economy. An important part of the processes carried out in the air transport industry is the efficient organization and management of air traffic. In this process an increasing number of graduates of the BSc degree program in "Air Traffic Management" (ATM) and MSc degree program in "Air Traffic Management and Airnavigation" (ATM&A) of the Faculty of "Aerospace Technologies" of the Tashkent State Technical University named after Islam Karimov are actively working. These graduates, dispatchers of air traffic, are distributed for work by the Center "Uzairnavigation" to the airports of civil aviation of Uzbekistan for the performance of air traffic

management works. These airports are located in the following cities of the country: Tashkent, Namangan, Samarkand, Bukhara, Nukus, Urgench, Termez, Fergana, Andijan, Karshi, Shahrisabz. These cities are located in various geographical regions of Uzbekistan [30]. Many geographical features and conditions of climate in these regions of Uzbekistan differ from each other. There are differences between varieties of leading, main and other sectors of the economy in the different regions. There are differences in the history of formation and development of the modern societies in these regions and in the proportions of population who belong to different nationalities and ethnic groups [11, 28]. The above written and many other features of these regions lead to similarities and differences in the daily activities of the population of these regions, in their customs and traditions, and in their maintenance of national, religious and other traditions and customs. National culture influences organizational and individual culture. [7, 33, 34]. Therefore, similarities and differences in the processes of planning, organization, motivation and leadership, decision-making, monitoring and coordination of activities in organizations that operate in different regions are evident.

Dispatchers of air traffic successfully apply theoretical knowledge, practical skills and abilities, as well as experience of use of them, which they have learned during their studies, in the workplace. The knowledge acquired in cultural competence they use in the processes of socialization into the society of their place of work and residence. The development of their cultural competence is carried out by involving them in the development of research works on culture and by using the results of the research to develop and update educational materials of such basic subjects of the curriculum of BSc and MSc degree programs as "Psychology of professional communication," "Human factors in aviation", "Aviation psychology", "Safety of flights" and some sections of elective subjects.

The development of the role of higher education institutions in sustainable development of the regions of the country and improvement of the efficiency of

formation of integration ties are accompanied by migration processes of graduates of these higher education institutions. Young professionals who have completed secondary education in the one region of the country, completed higher education in the capital of the country and start working at the airports which are located in other regions are migrants. In order to perform their work successfully, they need to adapt and integrate into the working environment and the culture of daily life of the societies of their place of work and residence. This requires knowledge about similarities and differences in the national cultural values of societies of different regions of the country. Modern research methods of comparative study of cultures are used to obtain this knowledge [9, 15, 36]. There is a need for the knowledge about methods of integration into other cultures that are necessary for effective integration of young professionals into the new conditions and cultures of societies of their place of work and residence [2, 9, 15, 40]. Migrants should also be able to use that knowledge in their daily live. The knowledge developed and accumulated in the bachelor's and master's degree programs, as well as in scientific research in the fields of science and practice "Migration and intercultural relations," will be very useful for successful realization of these processes for the new migrants [38- 40].

In this work is developed and updated the results obtained in the previous stage of this study on identification of quantitative values of dimensions of culture and to do comparative analysis of similarities and differences of cultures of students who are studying in the BSc degree program in "Air Traffic Management" of the Faculty of Aerospace Technologies of the Tashkent State Technical University named after Islam Karimov [30]. As a method of conducting comparative studies of cultures, the authors used the version VSM 2008 of the Values Survey Module, which was developed by Geert Hofstede and his colleagues [36]. As the methodology for effective integration into other cultures, the authors used Milton J. Bennett's six-positional model for development of intercultural sensitivity (MDIS), which is widely used by experts in the field of intercultural relations [2]. MDIS is designed to develop an

understanding of differences in cultures along the line from surface-level of knowledge (ethnocentrism) to well refined level of knowledge (ethnorelativism). These six positions are: denial of differences in cultures, defense against these differences, minimization of differences, acceptance, adaptation and integration [2].

2. Identification of quantitative values of dimensions of national cultural values of students of Uzbekistan

Research method. Despite of numerous critics of the Geert Hofstede`s cultural model [1, 10, 17, 20, 21, 24, 27, 35], it is still one of the most widely used models for comparative study of national cultural values of societies, nations, populations and countries [1, 3-8, 10, 12, 14, 16 – 18, 22 – 26, 32, 35, 37]. It is also widely used in education [7, 13, 19, 25, 29, 31, 33, 34]. In this work, a questionnaire and methodology of the VSM 2008 of the Values Survey Module, developed by Girt Hofstede and his colleagues was used for identification of quantitative values of the dimensions of cultures and to do comparative analysis of similarities and differences of cultures of students. Detailed information about the questionnaire and the method are given in [36]. This article summarizes the quantitative values of the dimensions of national cultural values which are calculated by using results of the survey. They are used to compare cultures of students of regions of Uzbekistan.

Description of the survey procedure and its results. During the 2014 - 2020 years students of BSc degree program in Air Traffic Management were surveyed. Versions of the questionnaire in Russian, Uzbek and English were used in the survey. 194 students were surveyed. Answers of 144 of them were used in this work to calculate quantitative values of dimensions of national cultural values. According to the data obtained, it was possible to group students by their place of permanent residence in 4 groups: Eastern Uzbekistan (Fergana, Andijan and Namangan provinces), the Capital region (Tashkent and Tashkent province), the Central South-West (Samarkand, Bukhara and Navoi provinces), Western Uzbekistan (Khorezm province). Results of the survey are shown in the

Table in the same sequence. The answers of the remained respondents, who represented Kashkadarya and Surkhandarya provinces and the Republic of Karakalpakstan, were not used in this work due to their small number. The answers of several respondents were rejected due to errors in their responses. The majority of the students who are surveyed speak three languages: Uzbek, English and Russian. The majority of the students from the Central South-West region also speak Tajik language.

3. Comparative analysis of similarities and differences of national cultural values of students of the regions of Uzbekistan

According to the quantitative values of the results of the study, which are given in the Table, *Power Distance* (PDI) is the smallest for respondents from Eastern Uzbekistan, and the largest - for respondents from the Capital Region. In the direction of reduction of quantitative values of Power Distance the regions can be written in the following sequence: Capital Region, Central South-West, Western Uzbekistan, Eastern Uzbekistan. *Individualism* (IDV) is the greatest for respondents from Capital Region and Western Uzbekistan, and is the smallest for the respondents from Central South-West.

Table. Quantitative values of the dimensions of national cultural values of respondents-students from the regions of the country.

Regions of the country Dimensions of Culture	Eastern Uzbekistan (23)	The Capital Region (45)	Central South-West (35)	Western Uzbekistan (24)
PDI (+20)	18,6975	48,3650	28,6670	26,8750
IDV	28,3605	39,7145	24,5175	39,4377
MAS (+20)	20,6230	33,2241	38,6690	31,6666
UAI (+100)	43,4785	65,7678	57,7790	79,1664
LTO	15,0009	33,1250	24,8480	17,7086
IVR	66,0880	73,8148	79,4410	89,7930
MON	58,0443	78,0775	44,0295	66,0405

Notice: In the Table indexes of dimensions of cultural values of PDI, MAS, UAI are calculated with addition of coefficients 20, 20, 100, respectively, to avoid negative values of indices of dimensions of cultural values, which could complicate their comparative analysis.

In the direction of reduction of quantitative values Individualism of respondents from regions can be written in the following sequence: Capital Region, Western Uzbekistan, Eastern Uzbekistan, the Central South-West. **Masculinity** (MAS) is the smallest for respondents from Eastern Uzbekistan, and is the largest for respondents from Central South-West. In the direction of increase the quantitative values of Masculinity from the smallest to the largest regions can be written in the following sequence: Eastern Uzbekistan, Western Uzbekistan, Capital Region, the Central South-West. **Uncertainty Avoidance** (UAI) is the greatest for respondents from Western Uzbekistan, and the lowest for respondents from the Eastern Uzbekistan. In the direction of reduction the quantitative values of Uncertainty Avoidance dimension of culture of respondents regions can be written in the following sequence: Western Uzbekistan, Capital Region, Central South-West, Eastern Uzbekistan. **Long-Term Orientation** (LTO) is the lowest for respondents from Eastern Uzbekistan and the largest for respondents from the Capital Region. In the reduction of the quantitative values of Long term Orientation regions can be written in the following sequence: Capital Region, Central South-West, Western Uzbekistan, the Eastern Uzbekistan. **Indulgence for Desires** (IVR) proved to be the lowest for respondents from the Eastern Uzbekistan and the greatest for respondents from Western Uzbekistan among groups of respondents from 4 regions. In the direction of the reduction of the quantitative values of this cultural dimension regions can be written in the following sequence: Western Uzbekistan, Central South-West, Capital Region, Eastern Uzbekistan. **Monumentalism** (MON) is the smallest for respondents from Central South-West, and the largest for respondents from the Capital Region of the country. In the direction of the increase the quantitative values of Monumentalism regions can be written in the following sequence: Central South-West, Eastern Uzbekistan, Western Uzbekistan, Capital Region.

4. Thanks

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5. Conclusion

Development of the knowledge about national cultures of population of different regions within the same country and different countries of the world is useful for effective integration of representatives of different regions within the same country to the cultures of other regions and for development of effective cooperation between regions and countries [9, 19, 30]. Development of such knowledge in higher education institutions with participation of students affects to strengthen the role of higher education institutions in sustainable development of the regions of the country and improvement of efficiency of formation of integration ties [9, 19, 30]. Development of such knowledge in higher education institutions with participation of students influence to strengthening the role of higher education institutions in sustainable development of the regions of the country and to improve the efficiency of formation of integration ties.

In this study results of the previous study on identification of similarities and differences of students` national cultural values, who live in four regions of Uzbekistan are developed by conducting comparative study of quantitative values of the dimensions of national cultural values of students of BSc degree program in "Air Traffic Management" and MSc degree program in "Air Traffic Management and Airnavigation" of the Faculty of "Aerospace Technologies" of the Tashkent State Technical University named after Islam Karimov [30]. As a method of research, the questionnaire and methodology of the version VSM 2008 of the Values Survey Module developed by Geert Hofstede and his colleagues were used [36].

The results of the work are useful to use for effective integration of young specialists into cultures of societies of other regions - in their new places of work and residence. Milton J. Bennett's MDIS is recommended as a method for effective integration into the cultures of societies of their place of new work and residence [2].

The results of this work can be used in studies on comparative analysis of Uzbeks` culture with cultures of other countries and regions of the world. These results also will be very useful to do developments of the content of such courses as "Psychology of professional communication," "Human Factors in Aviation", "Flight Safety" of the curriculum of BSc degree program in "Air Traffic Management" and the course "Aviation Psychology" of the MSc degree program in "Air Traffic Management and Airnavigation", as well as in the fields of science and practice "International Management," Cross Cultural Management and Communication."

In order to further develop this study, it is necessary to continue it by increasing the number of respondents, as well as by conducting a survey of mature dispatchers and compare the results of the future survey with the results of this study. In order to increase the accuracy and reliability of the results obtained in this study, it is necessary to check the repeatability of respondents' responses and to take into account the impact of time differences between surveys on the quantitative values of respondents' responses. There is a need for detailed analysis to understand, justify and explain the results of the study on the level of national cultural values.

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