

Management in Labor Psychology

M. Isakova

Candidate of Psychological Sciences, Associate Professor

S. Rakhmonov

Master Student, Fergana State University, Uzbekistan, Fergana city

ABSTRACT: The article talks about leadership and management, writes about the differences between leadership and management, about their role in the organization, team or group, about the extent to which they influence the success of activities, about their relationship with the group, team, employee in the organization, members. Leader and management, leader employee, how important is among the members, which of them can have the most influence, whether the employee and members follow the leader, the leader claims management, the manager can be the leader.

KEYWORD: leader, manager, team, management psychology, individual management, microenvironment.

INTRODUCTION

The psychology of management, its interpretation, and content are of great importance at the present time. In accordance with the requirements of the management period, the solution of socio-psychological phenomena, situations, problems is reduced to the psychology of management. There is stability, productivity, mutual understanding in the team, if there is harmony in this process. For this reason, the study of management psychology is currently considered necessary both for the request of time and for the development of society. Those who know how to take control into their own hands, who have mastered psychology, will be able to achieve successful results in the formation of high emotions, a positive attitude to work, and social activity in each person. And this, in turn, increases labor productivity, cheerfulness of spirit appears in the team, a sense of mutual assistance.

DEGREE OF STUDY OF THE SUBJECT

Management psychology came from the management system of the state, society, production and technology, that is, from cybernetics, which currently attaches importance management of human behavior, mental state, mass and collective actions.

At the same time, it is necessary to coordinate the managerial capabilities of the relations: "person-person", "person-team", "team-person", "team-team". As a result, such favorable conditions are created in management as new legislation, mechanism, social resources, interpersonal relations, sociality of an individual, the relationship between the manager and employees, prevention and resolution of conflict situations.

Separately, it should be noted that the psychology of management is directly and indirectly based on the socio-historical principles and laws of management of an organization, team or institution.

These include: the priority of local government (democratic decentralization); sole management; unity of economic management in political, economic, spiritual, educational leadership; management plan; reliance on psychology in training, selection and placement of personnel.

The effectiveness and success of management depends on how the head of the organization or team manages the work. According to this, at least 2 people admit that they are team members, that they have a common goal, that they have a desire to work together to achieve a common goal. Consequently, an organization or team consists of a group of people who consciously combine activities to achieve a common goal.

Even if a team or organization consists of 2 people, there is a division of work performed along the path of a common goal, in which the team acts together, in the absence of constant compliance with the division of labor, despite the fact that each responsible person is assigned a specific task, but in organizations where there are complex goals, strict compliance with the division of labor is required.

Thus, management is a socio-psychological holistic process consisting in the formation of priority goals in an organization or team and planning the way to achieve them, the implementation of organizational, motivational, evaluation, control work.

The definition of one's own personal goals, the ability to objectively evaluate oneself and others, the correct allocation of time, the ability to make timely and acceptable decisions, active participation, self-control, compliance with the ethics of clothing in the prescribed manner, politeness depend on the implementation of successful management.

DISCUSSION AND RESULTS

In the field of management, an opportunity should be created for each person to show their individual abilities and skills. Due to this, there is an increase in productivity, development.

It is known from experience that in 85-90% of cases the success of an organization depends on the desire, the relationship of working employees in relation to work.

Considering the stages of development of management psychology factors, three historical periods can be traced:

- 1) in the period from the end of the XIX century to 1935, considerable attention was paid to both the main factor - material incentives, and organizational structure, labor safety, and personnel training.
- 2) "the doctrine of human relations" from 1935 to 1960 (founder E.Meyo); it puts moral incentive in the first place and pays great attention to the role of informal leaders.
- 3) since the 1960s, factors of selection and displacement of employees have prevailed in the fight against stress in work.

The simplest and at the same time reliable psychological approach that unites all three historical periods is the concept of "treating a person badly is useless."

Currently, the most relevant problems are related to such concepts as leader, leader, leadership style, leadership style.

The manager or leader controls and coordinates interpersonal relations in the group, the collective, he is an element of the microenvironment, arises unexpectedly, and his condition is less stable, his movement depends on the mood of the group, and he makes decisions that are more related to the activities of the group.

The manager, on the other hand, coordinates formal relationships in groups that are considered a social organization, and is an element of the microenvironment.

While the leader has multiple joint powers, the right to make decisions, give orders, instructions, and demand in one system, its stability is consistent. The decision-making process is somewhat more complicated and often involves many different situations, and these situations will not apply to just one group. Although the leader acts in a small group of a broader social system, the range of his actions is considered wide.

Experts believe that management complements the concept of leadership in improving the effectiveness of the team. The manager is able to purposefully influence people, is an integral part of the management that coordinates their activities.

Hence the difference between management and leadership – it determines and forms a purposeful activity in the team, carried out according to a pre-made plan, can introduce methods of stimulation and, in turn, punishment, controls the activity. The opinion of the manager about the vision and interests of employees is very important, he is responsible for their behavior, manners, future, life.

The manager controls and coordinates formal relationships in the team, and the leader controls informal relationships in a certain group of a certain direction.

The leader is considered one of the group members who has managerial talent, is at the head of the processes in the group, is able to exert his influence on other members of the group, with his behavior, behavior, able to coordinate relationships, as a person with positive and strong qualities, occupies such a position in the group that the group hopes that this leader will lead fulfilling the leader's mission.

Although the leader does not claim leadership, in many cases he is the reason for his nomination during the electoral processes.

Thus, a leader is considered an informal leader. Any organization other than the designated leader will have an informal leader or team leaders.

Leaders can be different: there are leaders who, first of all, fully understand the task, the activity that needs to be performed; who train other members to work during the performance of the activity; who give the team cheerfulness and support it, being strong only in a certain direction.

Leadership is a temporary process of calculation, when the situation changes, they make room for each other. So, leadership is a product of activity in performing a task in a team, a group. Sometimes leadership that has a negative impact on the team can also occur if the leader gets out of control.

Therefore, managers need to constantly monitor the activities of their employees, evaluate them fairly, be able to organize work in cooperation, eliminate problems and conflicts in a timely manner, and create pedagogical conditions for their effective activities.

CONCLUSION

The leader basically controls the interpersonal relationships in the group. He is never alone, inviting the members of the group to a certain activity. The leader knows the psychology of the group members best, their moods, aspirations, interests, etc. The most enterprising of them.

Considering the above, the most acceptable option is that when a person with leadership qualities is elected to the position of head, maintaining a constant balance in the organization or team will be long-term, the implementation of activities will be successful, labor productivity will be high.

In managerial activity, leaders with leadership abilities are in the center of attention and concentration. He will have many fans, followers, imitators.

REFERENCES:

1. Akhmetzhanov M.M. Organization Of Professional Activity. Tashkent-Publishing House. "Science And Technology", 2017.
2. Boymurodov N. Psychology Of The Head. T-Generation Of The New Century, 2007.
3. Khaitov O.E., Lutfullayeva N.X. Psychodiagnostics And Practical Psychology. T – 2005.
4. Bill Withers. Conflict Management. - St. Petersburg, 2003.
5. Zumratkhon, I. (2022). Innovative Aspects Of Teaching Specialty Subjects In The System Of Higher Education. *Research Focus*, 1(4), 341-345.
6. Ibragimov, V. (2022). Methodology Of Studying Foreign Language Lessons By The Method Of Extracurricular Project Work Advantages. *Oriental Journal Of Social Sciences*, 2(06), 60-65.
7. Egamberdieva, T., & Alimjonova, M. (2020). Pedagogical Necessity Of Development Of Intercultural Communication In Students In The Conditions Of Globalisation Of Education. *Scientific Bulletin Of Namangan State University*, 2(6), 277-283.
8. Kurbanovna, Y. F. (2022). The Growth Of English Standard English Pronunciation In English. *Scientific Impulse*, 1(4), 1960-1962.
9. Alimjonova, M. (2022). The Necessity Of Developing Cultural Communication Competence Of Students In The Globalization Of Education. *Central Asian Academic Journal Of Scientific Research*, 2(5), 899-894.
10. Umurzakova, B. (2020). Some Psychological And Pedagogical Aspects Of Increasing Students' motivation In The Process Of Learning Foreign Languages. In *Психологическое Здоровье Населения Как Важный Фактор Обеспечения Процветания Общества* (Pp. 237-239).
11. Исакова, М. Т. (2021). Problems Of The Relationship Of A Person's Attitude To Health With Its Individual And Dynamic Features. *Современное Образование (Узбекистан)*, (7), 42-48.
12. Tulkinovna, I. M. A. (2021). An Empirical Study Of The Relationship Of Individual With Dynamic Characteristics As A Value To Health. *European Journal Of Research And Reflection In Educational Sciences*, 9(5).
13. Isakova, M. T., & Israilzhonov, S. (2020). Theoretical Interpretation Of Some Considerations On Mental Health. In *Психологическое Здоровье Населения Как Важный Фактор Обеспечения Процветания Общества* (Pp. 25-28).
14. Isakova, M. T. (2020). Factors Influencing The Mental Health Of Person. In *Психологическое Здоровье Населения Как Важный Фактор Обеспечения Процветания Общества* (Pp. 10-13).
15. Isakova, M. T. (2021). Socio-Psychological Aspects Of A Person's Attitude To His Mental Health. *Asian Journal Of Multidimensional Research*, 10(4), 29-36.
16. Исакова, М. Т. (2019). Факторы Творческого Мышления Когнитивного Развития Дошкольников. In *Психологическое Благополучие Современного Человека* (Pp. 627-630).
17. Исакова, М. Т. (2021). Эмпирическое Исследование Взаимосвязи Отношения Личности К Здоровью С Индивидуально-Динамическими Характеристиками. *II*, 86, 544.
18. Isakova, M. (2020). Socio-Psychological Factors Are The Effect Of person's Mental Health. *European Journal Of Molecular & Clinical Medicine*, 7(3), 4699-4718.

19. Karimova, G., & Makhamadaliev, L. (2022). The Importance Of Innovative Ideas In Increasing The Effectiveness Of Education. *Asian Journal Of Research In Social Sciences And Humanities*, 12(6), 143-148.
20. Karimov, U., Karimova, G., & Makhamadaliev, L. (2022). The Role And Significance Of Spiritual Values In Youth Education. *Asian Journal Of Research In Social Sciences And Humanities*, 12(2), 181-185.