

Social Psychology of Management

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ABSTRACT

This article provides information on the features of management psychology, team management. In addition, social psychological methods of management are cited. The results of the study were applied on the basis of the psychological principles applied in practice.

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The development of the Strategy of Actions on five priority areas of development of Uzbekistan for 2017-2021, by the decree of the President of the Republic of Uzbekistan Sh.M. Mirziyoyev dated February 7, 2017, pays special attention to the priority place of the education sector in state policy, as well as the need for broad public participation. The fourth area is aimed at the development of the social sphere, in which, along with the development of education, culture, science, literature, art and sports, and the improvement of state policy regarding youth, as well as the improvement of the quality and efficiency of higher educational institutions based on the introduction of international standards for assessing the quality of education and training, was emphasized. In accordance with the Resolution of the President of the Republic of Uzbekistan Sh.M. Mirziyoyev dated May 14, 2019 No. PQ 4319 and the Resolution of the Cabinet of Ministers No. 395 on the promotion of five important initiatives to radically reform the education sector by improving the spirituality of youth and improving the reading culture, "Roadmaps" for each sector are being developed and put into practice. In this regard, teaching students the categories of the subject "Management Psychology" is considered the most important task.[1]

Psychology is the science of mind and behavior. Psychology includes the study of conscious and unconscious phenomena, as well as perception and thought. This field is a very broad scientific discipline. Psychologists strive to understand the emerging properties of the brain and various phenomena associated with these emerging properties, thereby joining the neuroscience group of researchers. As a social science, it is aimed at understanding individuals and groups through the establishment of general principles and the study of specific states [2].

The purpose of management psychology, its application in practice, is primarily to solve the following problems that exist in the organization: - improving the professional skills of managers; - improving management methods, communication skills, decision-making, strategic planning skills, stress management; - analyzing and improving training methods management personnel of the company; - searching and activating personnel resources - - assessing and selecting managers; - assessing and improving the social and psychological environment, increasing the level of employee loyalty, team building. Thus, the main task of management psychology is to form leadership methods based on the

patterns identified in the training process between the boss's tactics and the subordinate's response. Typically, the tasks of management psychology can be divided into several large groups depending on the object of research: - psychological analysis of management activities. The leader must consciously carry out management activities, analyzing the actions necessary to make the right management decisions. - Study the mechanisms of mental regulation. It is very important to make the right decisions in normal and extreme conditions. - Leadership research. development of leadership qualities necessary for managers to manage the work process. - Practical application of psychological knowledge in management processes. This task includes resolving conflicts, regulating the microclimate, increasing job satisfaction and achieving a high level of employee loyalty. - Studying the interaction of groups. To achieve a stable social microclimate in the team - it is necessary to study the methods and mechanisms of motivation. Motivation is important in management processes to motivate employees to achieve more meaningful goals. Management psychology, an interdisciplinary discipline, successfully uses management methods in combination with psychological methods. The structure of management psychology distinguishes two main research methods: observation and experiment. Observation is an analytical method based on sensory processes. This method is considered the most difficult objective method, since observation is carried out in natural conditions, and the role and position of the observer, respectively, affects and is affected by the object of observation. The study and search for effective principles of interaction between the leader and the team is carried out in a passive form. During the study, reactions, thoughts and results are recorded. This method is used both when obtaining initial materials before starting other studies, and in conditions where there are no other ways to obtain information. Passivity is the main drawback of the technique. Waiting a long time for the reaction of the object of observation does not always justify itself, since the risk of missing the moment of reaction and misinterpreting the result is high. On the other hand, experimentation implies active methods. The search for effective schemes of interaction with the help of an experiment is carried out by creating certain conditions for the use of various control tactics. The purpose of the experiment is to test hypotheses that affect the practice of making management decisions. A very wide range of unique natural phenomena can be obtained using experimental methods, provided that the necessary conditions for a successful experiment are created: – the correct selection of control properties, – the use of factor properties (introduced by the researcher) to change them, – protection of the experiment from maximum external influences unrelated to the situation. The use of these methods allows for a comprehensive study of management processes and the transition to solving the above problems of management psychology. F. Perles's theory of personality and supporters of psychotherapeutic influence (gestalt therapy) suggest that image as a whole system, that is, to look at it as something specific and real ("here and now"), as well as formation (correspondence of the image and the background). On the other hand, supporters of cognitive psychology propose the principle of image formation as a teaching strategy (perceived by the subject). Another theory, the "deficit theory", is based on the features of the emotional impact of the image. "In particular, the clarity of target information rarely creates intensive imagination. In this case, compensatory mechanisms of the mind that stimulate imagination are triggered, the degree of freedom of thought to achieve the end is strictly controlled by specialists". The image shows the limited professional and personal side of the leader in groups where only relationships occur. These are filled in by the recipient's imagination, but the abundance of information can also distract attention. Perhaps that is why people who are forming an image hide a large part of their personal information: the lack of information arouses interest and imagination. Historian Ye. Tarle draws attention to the following phenomenon: "Of all Napoleon's speeches, we can find a lot of material for the Napoleonic legend "in history, but there is very little valuable and reliable information that reveals itself in Napoleon himself." According to the authors of the series, the image is more clearly visible in decadent, extremely difficult situations. If there is no dramatic effect, then it must be formed: leaders who speak beautifully from a high podium are very popular. Ye. Manyakina believes that there should be innovation in the leader's actions. Psychologist Ye. Grishunina relies on therapeutic psychology when forming an image: it is necessary to create an "epic" and develop a personal style (facial expressions, facial structure, posture and clothing). The semiotic direction of the principles of forming the image of a leader was studied separately in the studies of a number of other authors, including I. Minyaev, I. Yakovlev, Ye. Blarachev, L. Brown, S. Black, P. It, as well as Brad. These authors revealed the principles of creating an image in different ways. All of them paid special attention to the external, symbolic image. The theory and technique of applying semiotics - although considered quite modern, the time of making decisions that

dramatically and quickly change the environment, as it were, does not leave the individual the opportunity for constant self-analysis. In such cases, semiotics only helps to achieve a satisfactory (visible) result. This is true for what is useful in management, but this approach is wrong when working on personal change. "No Imageology can replace the real thing, it only helps to hide the bad, to strengthen the positive. If the reality does not correspond to the image, it is distorted. But this process contradicts the "technique" of semiotics. In management psychology, unlike the social psychology of labor, the object of study is not only the relationship of people in society or a social group, but also the relationship of people in an organization, i.e. the actions of each participant in joint activity are determined, determined, according to a general order, the participants are not related to each other and mutual responsibility, but to responsibility before the law. The object of study of management psychology is individuals who enter into financial and legal relations, are part of independent organizations whose activities are aimed at corporate beneficial goals. Among specialists in the field of management psychology, unity has been achieved in understanding the most urgent psychological problems for the organization. The main goal of management is "The first, necessary and decisive point of management activity." The process of achieving a goal is called the justification of its necessity and the possibility of achieving it, the achievement of the goal. In this process, the system of social management finds its practical expression, that is, the definition of social goals clearly focuses on the process of development of the social system. Therefore, management is often described as a purposeful influence. The effectiveness of the interaction of the subject and the object of management largely depends on how well they understand each other. The work carried out under the leadership of A. A. Bodalev shows that the nature of the interaction of people and the social roles they perform are one of the most important factors determining human knowledge. At the same time, for each participant in their activities, first of all, the components of their appearance and behavior are important, which are the most important factor in achieving the goals of joint activity. The relationship between the subject and the object of management as a member of a production team is accompanied by processes of interpersonal emotions [3]. Yarov's socio-psychological methods of management are a management tool that affects the social needs and psychological characteristics of the producer and individual individuals. The use of socio-psychological methods of management requires a deep study of the social phenomena occurring in the enterprise, knowledge of the psychological (mental) factor affecting the nervous system, the mood of employees. the influence of the environment on the consciousness and behavior of the individual, stimulation of people's activities, formation of mood, social fiction. which factors to study. [4] Personality psychology studies the types of higher nervous activity and the human temperament, character, Will, abilities, emotions, memory, ability to understand and feel, labor psychology studies the activity of labor activity, including managers and specialists (professional characteristics and abilities, methods of personnel training, work order, etc.). Rest, methods of selection and assessment of personnel, psychological aspects of the labor process). Socio-psychological methods also gain importance with a change in thinking, and they increase the cultural and cognitive levels. In such conditions, the needs and interests of the individual change depending on the spiritual sphere. A good relationship between the producer and the leader is an important factor in the satisfaction with work and a favorable socio-psychological situation in production. It is known that management is one of the most complex professions that requires adequate training, mastering not only theoretical, but also practical economic, social and psychological knowledge. In this case, the leader, in addition to having general, technical, economic, factor and organizational skills, must be able to correctly express his image in a practical way in multifaceted situations, conditions, understanding all the realities. [5] Therefore, the role of image is also of great importance for the targeted implementation of the management process carried out by the leader. It should be noted that the more important it is in management to improve all the abilities of the leader, the more important it is to achieve maturity in professional activity with the special formation of the image in the leader. When it comes to the image of a leader, the expression of the word image is manifested, in this regard it is necessary to bring various definitions, analyze and study them, understand its deep essence and encourage thoughtful reflection on this content. According to many experts, relying on the results obtained as a result of research, the image is created by changing the way it is transmitted.

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