



MANAGEMENT PSYCHOLOGY AND ITS RESEARCH METHODS

A. Abdullaeva,
Lecturer

S. Rakhmonov,
Lecturer

Fergana State University, Uzbekistan, Fergana city

Abstract:

Management is considered both the oldest art and the newest science. As a science, management is a constantly accumulating body of knowledge and methods of obtaining it. Management psychology is constantly searching for new data on the nature of a person's impact on another person, group or society as a whole in order to understand and explain the mechanisms of this impact and ways to improve it.

Keywords: management, innovation, management psychology, order, personnel issue, human factor

INTRODUCTION

Modern management psychology is not so much a science as an art. Management psychology, which appeared at the junction of two fundamental sciences, on the one hand studies human psychology, on the other — is aimed at improving the quality of work, that is, pursues quite utilitarian goals. An object can be called an employee or a team and the processes of interaction within it, which are aimed at increasing the productivity of work.

The psychology of managing people is considered a separate section of psychology. She studies the patterns that arise in management activities. The basis of science is a comprehensive analysis of the conditions that exist in a particular company. After that, it is possible to determine the specifics of the work and the choice of methods to improve labor efficiency. Management psychology deals with the problems of compliance of the working team with a certain company.

MAIN PART

Management psychology is a rather complex system of knowledge that concerns such aspects of management activities:

- psychological factors that ensure the effectiveness of the manager's activities;
- psychology of motivation of subordinates in the process of their work;





- psychological climate in the team;
- features of interpersonal relationships;
- psychological aspects of leadership;
- features of decision-making;
- psychological aspects of power in the organization.

Psychology of management and labor have a lot in common. But whereas labor psychology focuses mainly on the problems of professional selection (compliance of a particular candidate with certain requirements for a position), management psychology focuses on the compliance of a particular candidate with a certain organization with the values, goals, and tasks that have been established in it.

Management psychology as a professional activity is based, first of all, on all kinds of achievements in the fields of practical and scientific knowledge. Today, it occupies one of the leading places in modern society, since the head is obliged to solve several interrelated tasks.

The following most important tasks of management psychology are highlighted:

- Competently possess the basics of rational management of employees of the entire organization, i.e., possess the science of management. This task should be carried out in the learning process;
- To know at what point to apply this or that practical (or scientific) knowledge, i.e. to master the art of management to the fullest. This task should be carried out in practice.
- Management psychology allows you to get information about all kinds of influences exerted by the organization on managers and relationships within the team, which are united by one common idea and values.
- The tasks of management psychology can be considered in the following form:
- Psychological analysis of management activities – in order to properly manage the team and successfully perform work activities, the manager must be able to recognize and analyze his own actions, from which the correct management decisions will be made in the future;
- Study of the mechanisms for the implementation of mental regulation of the activity of the labor collective in both normal and extreme conditions – the study of all mechanisms of labor activity will contribute to correct decision-making both in normal operating conditions of the enterprise and in extreme conditions;
- Research of leadership and its mental characteristics – this task is manifested in the study of the leadership process, during which an individual actively influences the team and organizes its activities. Managers should be distinguished by



pronounced leadership qualities in order to manifest an individual style in managing the workflow;

- Development of psychological management recommendations for the practical application of psychological knowledge in the field of management, conflict resolution, and regulation of the psychological microclimate in the organization's teams – it is necessary to develop a stable sense of conviction regarding the work of the entire team and the type of its behavior. The most important indicator of the attitude to work is the feeling of job satisfaction;
- Studying the processes of group interaction – often there are disputes and disagreements, conflicts in collectives, which are subsequently accompanied by the strongest experiences and opposition to common goals, interests, opinions and positions. To eliminate or manage a conflict, the manager must develop a common goal and direct the team to its implementation; explain the powers and responsibilities of each employee, etc. Thus, the manager must achieve a stable microclimate within the team in any way;

Research of ways and mechanisms of motivation of employees of the collective – motivation is a set of processes that support and guide the behavior of employees of the organization. Motivational measures activate the employee's personality and encourage him to achieve the most significant goal. Undoubtedly, motivation should take place taking into account the peculiarities of the development of each individual personality, as well as setting goals that this person can realize.

Considering all of the above, it can be concluded that the main task of psychological management by the head is to identify problems and ways to eliminate them with the help of theoretical and practical psychological knowledge.

THE DEGREE OF STUDY OF THE SUBJECT

Management psychology as a science and practice is aimed at the formation and development of the psychological management culture of managers, the creation of the necessary foundations for the theoretical understanding and practical application in management of knowledge of the characteristics of the employee's personality, interpersonal relationships and the laws of the functioning of the workforce.

The manager must understand the nature of management processes, know how to improve management efficiency, know information technologies and means of communication necessary for personnel management, etc., for which he needs to know the psychological characteristics of the functioning of the workforce, making managerial decisions in various conditions and circumstances, working with people.





Psychological factors of the functioning of the labor collective include psychophysical compatibility in groups, phenomena of interpersonal interaction, motivation of work, socio-psychological climate and other psychological phenomena included in joint labor activity for the production of certain products or services. The psychological factors of managerial decision-making include setting goals as a result of activity and the decision-making process. A person's personality as a microcosm, on the one hand, and the perception of this personality by another person, the desire to dominate and obey, status, social expectations, emotional response and many others constitute the essence of psychological factors of working with people.

Management psychology as a science relies on various psychological methods, the main of which are observation and experiment.

By its nature and essence, observation is a complex objective psychological process of reflecting reality. Its complexity is due to the fact that it is conducted in the natural environment of the functioning of the organization, in which the place and role of the researcher as an observer has a certain influence and impact on the observed, on the one hand, and on the selection and generalization of information, on the other. In addition, in most cases, the role of the researcher is passive, since he only records the manifested opinion or attitude of people to processes, facts and phenomena.

Observation as a method of collecting information is used in various circumstances. Firstly, when receiving preliminary material to clarify the directions of the planned research. The observation carried out for such purposes expands the vision of the phenomenon under study, contributes to the identification of significant situations, the definition of "actors". Secondly, observation is used as an independent method in conditions when other ways of obtaining psychological information are not available.

CONCLUSION

There is an approximate list of significant elements that should be reflected in the observation:

- a) observables — the number of people involved in the situation, the socio-demographic structure of the group, the nature of relationships in it, the distribution of roles between the participants in the situation;
- b) situation — the location of the observed situation and the features of the impact of the subject environment on the activity;
- c) the purpose of the group's activity — is the observed situation random or natural, the presence of certain formal or informal goals for which the group has gathered, are the goals of various participants in the situation compatible or opposite;





- d) social behavior – the nature of the activity of the observed group, the stimuli of the activity, to whom (what) the activity is directed, the psychological atmosphere in the group, the social behavior typical of this place, possible deviations in the behavior of the participants of the observed group;
- e) frequency and duration – the time, duration and repeatability of the observed situation, its uniqueness or typicality.

References:

1. Умумий психология. А.В.Петровский тахрири остида. Тошкент, 1992.
2. Гозиев Э. Психология. Тошкент, 1994.
3. Yuldashov, I. (2022). WELLNESS EXERCISE AND THE STAGES OF ITS IMPLEMENTATION. *Research Focus*, 1(4), 296-299.
4. Ikromjon, Y. (2022). THE SIGNIFICANCE OF INCREASING YOUTH SOCIAL ACTIVITY IN FORMING CIVIL SOCIETY. *Research Focus*, 1(1), 144-151.
5. Ikromjon, Y., & Sahibakhon, I. (2022). DEVELOPMENT OF PHYSICAL QUALITIES IN ATHLETICS TRAINING. *Conferencea*, 227-230.
6. Yuldashov, I. (2022). PHYSICAL EDUCATION IN HIGHER EDUCATION INSTITUTIONS. *European International Journal of Multidisciplinary Research and Management Studies*, 2(04), 52-57.
7. Ikromjon, Y. (2022). METHOD OF ORGANIZATION AND CONDUCT OF PHYSICAL EDUCATION CLASSES IN PRE-SCHOOL EDUCATIONAL INSTITUTIONS. *Conferencea*, 219-223.
8. Yuldashov, I., Parpiev, O., Makhmutaliev, A., Tukhtanazarov, I., & Umaralievich, K. U. (2021). Pedagogical bases of formation of physical culture and social culture in Youth. *Asian Journal of Multidimensional Research*, 10(11), 54-58.
9. Karimova, G., & Khasanova, D. (2022). Social relations in economic processes in the science of economic sociology. *Asian Journal of Multidimensional Research*, 11(11), 273-277.
10. Gulnoza, K., Gulzodabegim, K., & Mokhinur, Z. (2022). THEORETICAL AND PRACTICAL BASIS OF THE SCIENCE OF SOCIAL ANTHROPOLOGY. *Research Focus*, 1(3), 88-93.
11. Karimova, G. (2022). CORRUPTION: ITS HISTORICAL ROOTS AND WAYS TO COMBAT IT. *Research Focus*, 1(4), 267-272.
12. Каримова, Г., Баҳординова, Ф., & Соибжонова, С. (2021). ОИЛА СОЦИОЛОГИЯСИДА ОИЛАДАГИ ИЖТИМОЙ МУЎИТИНГ ЎРГАНИЛИШИ. *Интернаука*, (10-3), 44-45.





13. Karimova, G. (2022). Forms of organization of educational activities in history in higher educational institutions. *Asian Journal of Multidimensional Research*, 11(6), 127-132.
14. Ибрагимов, В. (2022). ИЖТИМОЙЎ ФАОЛЛИК ВА ТОЛЕРАНТЛИКНИ ЮКСАЛТИРИШНИНГ МУҲИМ ЖИҲАТЛАРИ. *Research Focus*, 1(4), 351-354.
15. 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.

