

THE IMPORTANCE OF KNOWING THE HUMAN FACTOR IN MANAGEMENT ACTIVITIES

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Annotation

in this article, the organizational skills of the leader, the essence and psychological characteristics of his spiritual culture are theoretically comprehensively covered.

Keywords

psychology, deformation, temperament, optimist, civilization, spiritual-psychological.

Introduction. The changes in the construction of the state society, which are being implemented in the Republic of Uzbekistan, are demanding a fundamentally new approach to the issue of management and are tasked with increasing the sense of responsibility. Due to the prosperity of the motherland and the fact that its future is directly related to the activities of the harmonious generation, the formation of managerial qualities in future managers, their preparation as a frame in accordance with the requirements of Tomorrow is an urgent task. President Sh.As Mirziyoev noted, - the head of today is considered to be able to please people, conscientiously approach management activities, be an example of his self-sacrifice and patriotism[1] from the most important tasks in the field of management. This in turn assumes that human relations have a perfected content, management activities are organized within the framework of high requirements. Therefore, the future leaders who are preparing for managerial activities should study such problems as the socio-psychological aspects of the problem of effective management and management implemented in the Republic, various personality-specific features of management, the specific laws of leadership activities and relations as objects and subjects, the content improvement of the activities of the leader-employee, have experience in From this point of view, the study of the theoretical foundations of the importance of knowing the human factor in management activities is one of the urgent tasks of this day. Each of the activities and decisions carried out in management activities should serve a person, be guided by the content of his

activities. The human factor is the service of all social relations in society to the benefit of a person. Decision-making is the last stage in management, the result of which is directly related to the human factor. In the implemented management system in a social society, all factors are aimed at protecting human interests, and interests are focused on a clear analysis of why an individual has fallen into such a situation, that is, the causes and consequences of this. In the art of management of the peoples of the East, we observe the principle of Management, which is based on such human approaches.

The transition from the financial and economic motivation of labor in the 30s to an increase in interest in achieving production results through the improvement of personal professional and intellectual qualities in stages during the 60s of the XX century led to the replacement of the term “labor” with the term “labor resources”. As a result of the increase in the importance and role of human physical development, the rise of mental abilities in social production, the naming of the human factor has also changed (Figure 1).

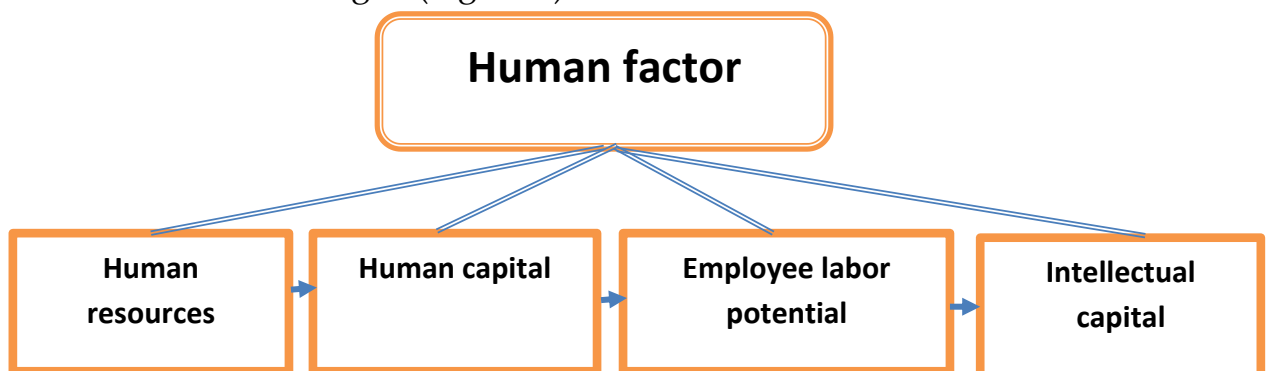


Figure 1. Dynamics of the role of the human factor in social production

While physical capital – means of production, material resources, etc. - were the main roles in the production process until the beginning of the 20th century, the objective processes that took place in the middle of the 20th century radically changed the situation. Because at the beginning of the century, the use of labor as one of the technologies and additional resources for them was considered sufficient in itself. But the rapid development of Science and technology in the middle of the century brought knowledge, skills, skill, human ability to the fore. Indirectly, man became the driving force for the development of the economy.

This was a sign that social relations were changing radically. The strengthening of the human factor was also influenced by the changes taking place in society. Employees began to participate in the distribution of the results of their labor, in the management of enterprises through the system of participation in

property, profit, the number of cooperative enterprises and their effectiveness were also exceeded. As a result, the category of "human capital" began to form in the science of Economics. Its emergence was the response of Economics and related sciences to the demands of Economics and life.

Methods. Rigidity in management also works well if applied in its place. But the organization of activities, guided by the rule that "show the mistake of others not directly, but by auxiliary means," will prevent a breakdown in relations with each other. It is important that the leader knows the human factor during the employee's activities. A combination of Professional Psychology and management psychology should always occur, since Professional Psychology forces thinking about the impact of the profession on the activities of the leader and professional deformation. Professional deformity is understood as the influence of each profession on the social life of an individual. Well, in what behavior these are conspicuous. For example, a professional breakdown also occurs due to a change in the worldview and psychology of an employee who worked in the criminal punishment enforcement system. In addition, the leader should always pay attention to the behavior of the employee at hand, take into account what is his attitude to the effect on his work, work, assignment. The attention and motivations given by the leader affect the employee in an optimistic mood, workmanship and health, and their relationship acquires positive content. To do this, the leader must understand and take into account the character, temperament and way of thinking of his subordinates[2].

Results. Social psychological relations, which, as the head of the country noted, shape the minds of people, life and lifestyle, are gaining a completely new meaning and meaning today. The policy of training executive personnel came to the fore in our state, which today is boldly striving to open a new History page. In promoting the idea of independence, it became clear that there was an extension to the working, ambitious and fresh-minded leaders. These thoughts are comprehensive and represent the compatibility of the interests of society and the individual with educational institutions, which are focused on the training of executive personnel in practice. Therefore, the strategic path to the formation of a strong democratic civil society presupposes the training of competent leaders, thinking in a new way, acting in all areas of state and community construction. There is a group of young people living in this fast-paced world, in each of whom one can see a unique talent and potential. Through these characteristics, the place and position of a person in society are determined. But Hamma also cannot show her talent in society. So, it is among the important issues to find ambitious young

people and direct them to the right path, to give them the opportunity to show their abilities. Today, our young people in need of charity, support will become the main supporter and leader of our state tomorrow. In this, the task of the leader, as a social activist of management, creates favorable conditions for mastering the achievements of society, universal civilization. These conditions will be associated with the fact that all the educational system that the leader is in charge of, its organization, management activities and equally well-adapted to the content of state standards of education, plans and programs, textbooks, educational and methodological literature, ensure the achievement of the results shown in the national program at each stage of continuing education. For this reason, the problem of leadership for institutions of higher and secondary special education, high school and secondary special vocational education has long been sharply distinguished from the categories of Bashkir human studies by its relevance, and after that it continues to have the same high prestige in the socio-historical development of society.

As long as there is a discussive society, the issue of obtaining new information on the morality, intelligence, high sense, volitional virtue, ability and righteousness of a person, the creator of his powerful driving force, material and spiritual products, will never lose its position. Therefore, the question of the human personality, its maturation, the influence of internal and external psychological factors affecting it, the role of experience and aspiration, is still in need of research in the 21st century. Not only social humanities such as psychology, pedagogy, sociology, political science, history are concerned with the issue of studying the personality of the leader. In the current period, the problem of the leader is becoming a clear, common object of study of the humanitarian social sciences, and this process will become more intensive in the next century [3]. That is why World psychology, according to the theoretical and practical information it collects, is becoming a requirement of the time to educate the personality of a capable leader, who embodies the qualities of real humanity, deeply feels the duty of citizenship, the feeling of Homeland, has high moral potential.

Armed with the ideology of national independence, the tasks of increasing the responsibility of the science of psychology in the upbringing of a generation of highly qualified leadership personnel of a new type, mutual coordination of political, spiritual and educational organization, initiative activities in their spiritual world, the formation of a perfect system of leadership are becoming important.

The leader cannot determine the effectiveness of the management of educational institutions, except for his spiritual maturity. These works are strengthened by the personal example of the leader, the ability to establish the different educational system that he leads at the required level, appreciate and deeply understand the cocktail of pedagogical staff, encourage them in a timely manner and financially, in a word, consistently pay attention to the psychological world of a person. These factors not only have an educational effect, but also create a healthy spiritual, psychological atmosphere in educational institutions. At this point, the organizational skills of the leader, the essence and psychological characteristics of his spiritual culture will make it appropriate to think more broadly in Haki. "The spiritual culture of the leader is a (internal) spiritual power formed in the leader.

In conclusion the spiritual and psychological culture formed in the leader is characterized by a set of all qualities borrowed from ancestors, as well as achieved by the older generation. Culture in a leader is the method of its leadership activity and the criterion for development. Being a spiritually, psychologically formed leader is the ability to behave in any social psychological environment, to live satisfied with the creation of a healthy working environment in the community he leads and in the general public and with a sincere attitude towards people. A leader whose spirituality is formed can find Will and courage in actively fighting evil, injustice, violations of the law, traitors of the motherland in the social life in which he lives[4].

In the effective organization of leadership activities, it is important that the leader knows the individual and psychological characteristics, interests, skills, competencies and abilities of the people under his control. He must act masterfully taking into account the general and private abilities of people, temperament types, character traits. For example, some people rely on quick actions, while logical reasoning may prevail in others. Taking into account similar personal qualities, it is necessary to recommend certain tasks and be able to put it in its place in the management chain, be able to effectively see the performance task based on its psychological capabilities. After all, we must not forget that it is a requirement of time to understand teran that psychologically control of people in leadership activities is a guarantee of a successful outcome.

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