

SOCIO-PSYCHOLOGICAL FOUNDATIONS OF THE APPOINTMENT OF FUTURE OFFICERS TO LEADERSHIP POSITIONS

Shermatov Fayzullo Toshtillaevich

Pro-rector of the Military Institute of Information Communication Technologies and Signals of the Ministry of Defense of the Republic of Uzbekistan, Doctor of Philosophy (PhD) in Psychological Sciences, Lieutenant Colonel, Tel:90 288 56 57.

Annotation

This scientific article indicates that cadets of a Higher military educational institution should be able to manage professional activities, ensure the growth of personnel efficiency and interaction in a military team, as well as carry out the correct selection of superiors and commanders in order to prevent occupational diseases, ensure stable morale of military personnel, investigate their socio-psychological state, motivation to management activities, interaction with the social environment. the ability to engage in communicative communication, scientifically formulated considerations and considerations that the service should have the skills of intellectual activity in the process of data collection and be able to justify the correctness of decisions taken in the management process. Also, scientific research has studied the features of maintaining organizational abilities, emotions, emotions, wrestling activity and emotional endurance in the management process in the necessary dynamics, as well as issues of preparation and implementation of the selection program for practical activities and determining its effectiveness as a research problem. The reliability of the data collected during the study is explained, first of all, by the fact that the subjects who participated in the study were selected accordingly, the practical results obtained were scientifically substantiated, the practical results were analyzed using reliable methods of mathematical statistics of quantitative indicators.

Keywords: leadership in interpersonal relationships, restraint, quick and accurate decision-making in stressful situations, psychological maturity, vigilance, responsiveness, purposefulness, physical maturity, overcoming fear, striving for leadership, perseverance, responsibility, organization, extremity, mental endurance.

СОЦИАЛЬНО-ПСИХОЛОГИЧЕСКИЕ ОСНОВЫ НАЗНАЧЕНИЯ БУДУЩИХ ОФИЦЕРОВ НА РУКОВОДЯЩИЕ ДОЛЖНОСТИ

Аннотация:

В данной научной статье указывается, что курсанты высшего военного учебного заведения должны уметь управлять профессиональной деятельностью, обеспечивать рост эффективности личного состава и взаимодействия в военном коллективе, а также осуществлять правильный подбор начальников и командиров в целях профилактики профессиональных заболеваний, обеспечения стабильного морального состояния военнослужащих., исследовать их социально-психологическое состояние, мотивацию к управленческой деятельности, взаимодействие с социальной средой. способность вступать в коммуникативное общение, научно сформулированные соображения и рассуждения о том, что служба должна обладать навыками интеллектуальной деятельности в процессе сбора данных и уметь обосновывать правильность решений, принимаемых в процессе управления. Также в рамках научных исследований были изучены особенности поддержания организационных способностей, эмоций, переживаний, борцовской активности и эмоциональной выносливости в процессе управления в необходимой динамике, а также вопросы подготовки и реализации программы отбора для практической деятельности и определения ее эффективности как исследовательской проблемы. Достоверность данных, собранных в ходе исследования, объясняется, прежде всего, тем, что испытуемые, участвовавшие в исследовании, были отобраны соответствующим образом, полученные практические результаты были научно обоснованы, практические результаты были проанализированы с использованием надежных методов математической статистики количественных показателей.

Ключевые слова: лидерство в межличностных отношениях, сдержанность, быстрое и точное принятие решений в стрессовых ситуациях, психологическая зрелость, бдительность, отзывчивость, целеустремленность, физическая зрелость, преодоление страха, стремление к лидерству, настойчивость, ответственность, организованность, экстремальность, психическая выносливость.

INTRODUCTION

World experience and research conclusions conducted in the international framework provide evidence that the management system is formed in a specific type of “human-

human”, and that this system has special requirements for the psychological characteristics of the object and subject. These requirements vary, have sufficient complexity in the study of its structure, and the management system has also perfected, increasing its role and importance in the life of society. In this case, the improvement of the functioning specialists determines the prestige of military service the tasks of professionalism of the military, the conduct of psychological diagnostics to determine their professional potential and the implementation of psychological correction of social defects.

In the field of psychology, the process of selecting buysunners and bosses is considered, on the one hand, poorly studied, and on the other hand, a very necessary and in demand factor in practice. In particular, it is important to correctly select employees and leaders in the management of professional activities, ensuring the growth of personnel work activities and interaction in the working team, as well as preventing occupational diseases and ensuring the psychological health of employees.

There is no clear and only selective description and understanding of the term” selective ” in the field of psychology. In psychology, “the term choice has been given many descriptions and definitions, and this concept has been viewed as meaningless with the concept of” choice”. In our opinion, the term “choice” is correct if it is applied to law enforcement agencies for access to work and education, as well as the admission process for contract work. In its place, it is advisable to use the term “selective“ in the practice of carrying out some important task during the existing work process, training personnel for the forces in action, organizing groups with serious and special tasks during the appointment of worthy ones from among the service personnel operating in the military. It follows from this that the main goal of the selection process is the formation of scientifically based interactions between the worker and specific professional activities. In this process, special conditions and personal requirements for the person are taken into account. The selection process sets the following goals: to research the individual and psychological characteristics of employees; to determine the readiness of the employee for a particular professional activity; to develop recommendations on which professional activity to use the employee. The main kism of scientific research carried out in the field of psychology is devoted to the study of the object and subject of the management process in the Departments of internal affairs. These concepts have different characteristics and are variable, which, in our opinion, do not fully reflect the specific aspects of the interaction between the main elements of the entire management process that exist in the Internal Affairs offices.

Considering the theoretical foundations of the studied problem, it was determined that in the military the subject of management is assigned the following special and basic tasks: motivation (interest, need) in relation to management activities; the ability to enter into communicative contact with the social environment; organizational skills; emotion, emotion, as well as the activity of struggle and maintaining emotional endurance in the; having the skills to carry out intellectual activity in the process of collecting working data and being able to justify the correctness of the decisions made in the management process. In addition, in various studies, there are several problems and entanglements in their

psychological approaches, which are reflected in the connection with the determination of the duration of the work of an existing subject of Management in the military in a particular position. In this case, situations arise such as the fact that the subject of management has a relatively long-term internship has a negative and even deplorable effect on the management process, including the dissolution of the military team, the fading of interest in work activities, the lack of manifestation of “feedback” in relation to the management process, the violation of communicative relations, frequent emotional disturbances. In our opinion, the main reason for these shortcomings is the socio-psychological characteristics of the employee and the imbalance of special requirements for the position he occupies. As a result of this imbalance, it remains under the influence of the problems of the subject of management (the abundance of tasks to be performed, the inadequacy of the difficulties and conditions that arise when performing tasks), cannot solve problems and resist them. As a result of this, the professional begins to compensate for bad luck with the manifestation of aggressive behavior towards the object of management. Also, the subject of management begins to show such signs as inadequate selection of tasks, solving working problems with a low-level solution, seeing “professional bad luck” from other employees. [1]

LITERATURE ANALYSIS AND METHODOLOGY

The level of study of the problem under study: within the framework of the topic of the study conducted, the content of the research on the problem by a number of foreign researchers and psychologist scientists of our country, their opinions and opinions and conceptual approaches were analyzed theoretically and practically. research is being conducted at Yelsk University (Yale University, USA), Northeastern University (Northeastern University Boston, USA), University of Munich (LMU, Germany), University of social and humanities (SWPS, Poland), University of Rijents (Regents University, UK), Moscow State University (Lomonosov MDU, Russia), Seoul National University (Seoul National University, South Korea). [6]

It was on the socio-psychological basis of the appointment to the positions of the head that the psychologist scientists of our country D.G. Mukhamedova, K.M.Abdullayev, Ye.Yu. Agzamova, I.R. Ergashev, I. Arifkhodjayeva, R.Z. Gaynutdinov, R.M. Makhmudov, S.V. Asyamov, B.N. Sirliyev et al. [6]

RESULTS

Dedicated to the multi-stage empirical study of professionally important socio-psychological characteristics of military personnel leaders. According to the results of observations (n=67), the main professional activities of their leaders include:

- to control and ensure the management of the implementation of the planned tasks;
- 15.4% of working time is spent; planning professional activities (formation of goals and objectives, determination of concrete functions taking into account the characteristics of the professional team);
- 9.9% of working time is spent; receiving and sharing information from various sources;

- 9.6% of working time is spent; Organization of events of various educational importance;
- 8.1% of working time; correction of worn tasks;
- 8% of working time is spent;
- to draw conclusions, to assess the effectiveness of subordinate workers and the collective, to prepare a report on the work performed, 7.9% of the Working Time is spent;
- work on oneself in the specialty and retraining oneself will cost 7.5% of the Working Time;
- training subordinate workers in the specialty costs 5.7% of the Working Time;
- 5.4% of the Working Time is spent to get tasks from the leader who stands above and clarify them;
- admission of workers to existing jobs and reserve training will cost 5.1% of the Working Time;
- 5% of the Working Time is spent on the selection of an employee whose individual characteristics are suitable for the formation of an optimal team, group, execution of planned tasks;
- the participation of the leader in the daily shift is spent 4.9% of the Working Time;
- participation in meetings held by the above leaders will cost 3.1% of the Working Time;
- other activities-3.1% of working time is spent. [3]

The first group clearly highlights the activities of leaders: during professional activity, the relationship with employees is intensive; professional activity is focused on the formation of optimal interaction with subordinate employees; the rhythm of professional activity is intensive, requires constant communication and relationship with people; professional activity evaluates the effectiveness of workers' activities; professional activity exerts an extremely strong personal commitment for errors in the; professional activity affects subordinate employees through an educational process; the cause of emotional pressure that occurs during professional activity arises precisely as a result of the attitude and influence of individuals and groups; working information is received from many sources; the order of work activity and rest time are not strictly defined; it is characteristic for professional activity to work during the day without a long speech.

The second group, according to researchers, is often found in the professional activities of its leaders and includes: professional activities with people are not strictly defined, are observed during the day; professional activities are carried out under a high level of psychological pressure in the labor process; there is intensive communication with citizens during professional activities; there is a risk of various psychoemotional disorders and; professional activity is carried out on a normal microclimate, through communication with people; in professional activities, group approaches are observed in the performance of tasks; professional activity requires contact with various structures, public organizations, etc.; at the end of the working day, psychic and physical exhaustion are felt; professional activity provides opportunities for promotions and increases in position; during professional activity, certain functions are performed independently.

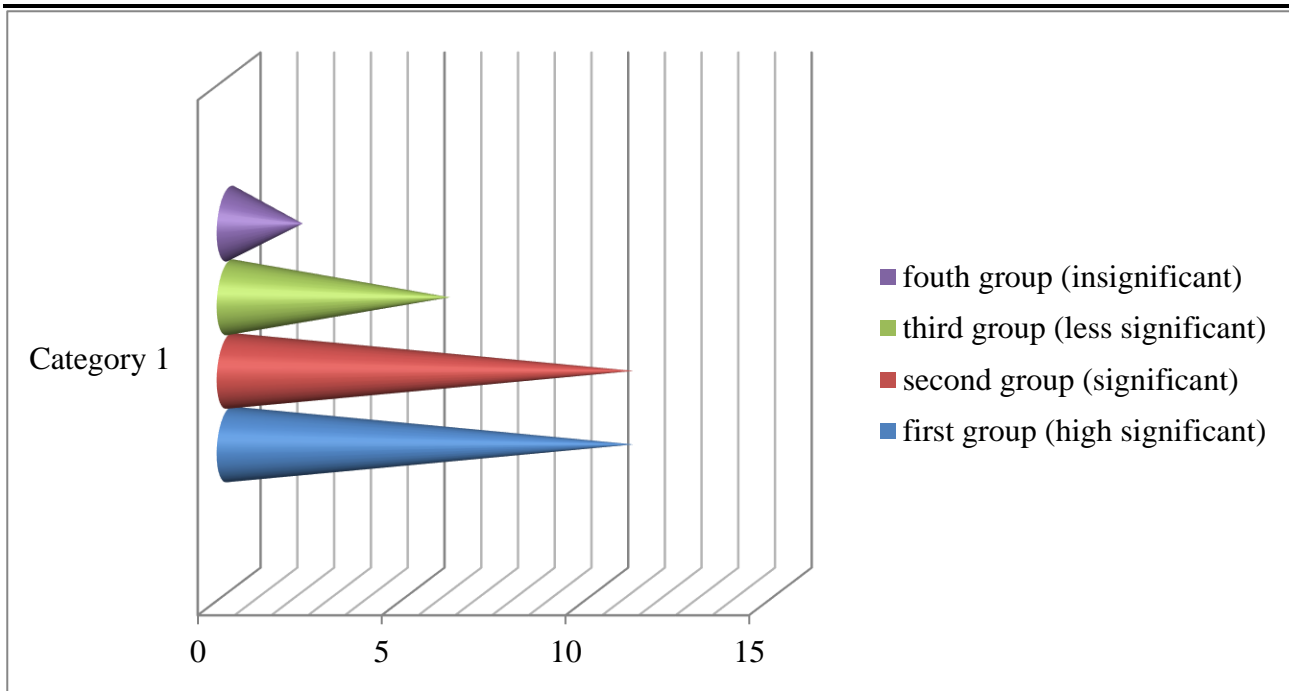


Image. 1. Description of the importance of the conditions and the number of conditions in which the professional activities of managers are allocated (n=67)

The conducted factor analysis (n=67) made it possible to determine the presence of five significant factors that characterize the Occupational-significance characteristics of their leaders: factor 1 “Leadership and social activity”; factor 2 “self-control”; factor 3 “needs and self - actualization”; factor 4 “communicative - characteristic”; Factor 5 “interactivity”. The content basis of these factors are significant components from 33 statistical data, in their essence they reflect professionally important socio-psychological characteristics for their leaders, which ensure the successful implementation of more leadership activities. [3]

DISCUSSION

In order to solve the problems mentioned above, a psychocorrectional module based on special exercises with a well-manifested and methodical algorithm of conducting in practice of relatively socio-psychological content, the content of special exercises, mini-lectures, discussions and other forms of work (developed by various psychologist researchers and giving good results in practice) and practical recommendations for conducting it taking into account In this case, the main attention is paid to the application of the technologies of the foreseen psychotre when conducting modular events, since the process of adaptation of female leaders to professional activities at a significant level depends on psychological factors and is made more difficult due to social stereotypes, professional difficulties, obstacles. The functionality of work on the module is enhanced by conducting psychodiagnostics corresponding to the developed questionnaire. The presence of a psychodiagnostic element helps female leaders to make operationally based

recommendations, correct the algorithm of individual work within the framework of this module, select participants with a common problem, and also assess the effectiveness of the work being carried out both in a group and individually. [2]

CONCLUSION

In place of the conclusion, it is worth saying that under the concept of managerial activity of military leaders, a specially organized process is understood, aimed at achieving State, Collective and individual goals with optimal socio-economic, technical and personality costs. The term "management" is intended to be used when looking at relatively complex processes. In situations of interaction, consideration of the subordination of individual personnel and military teams, it is usually appropriate to use the term "leadership", which reflects the process of interaction of the leader with subordinates, since as a result of this, their active and coordinated participation in achieving the main goal of management, that is, the effective implementation of the tasks.

REFERENCES

1. Shermatov F.T., Beknazarov A.A, Yoshidev M. " Psychology of leadership in future officers " (textbook) // Military Institute of information and communication technologies and communications of the Ministry of Defense of the Republic of Uzbekistan, minutes No. 7 2022 y 07.06. (Tashkent. 2022. - B. 231).
2. Shermatov F.T., Socio-psychological and specific aspects of the manifestation of professional tensions in prospective officers: theory and practice // monograph. 2021. Pp. 69-73.
3. Abdullayev K.M. Socio-psychological foundations of the selection of heads of internal affairs bodies of the Ministry of internal affairs of the Republic of Uzbekistan. Dis. ... doctoral work in philosophy in psychology. T., 2022.
4. Shermatov F.T., Specifics of the application of psychological tests in the selection of candidates for military service // scientific journal. "Psychology". - Bukhara №2, 2022. – B.150-154. (19.00.05.).
5. Shermatov F.T., Scientific basis for the creation of a profession Professorship of personnel nominated for military leadership / / International Scientific and methodological journal "Educational and innovative research" Bukhara №6, 2022 B.301-307 (19.00.05.)
6. Internet sites: hozir.org, uz.unansea.com, impsi.ru, psylab.info, nsportal.ru, relaxon.net, <http://luchshiye.com/luchshie-mesta/luchshie-universitety/513-luchshie-universitety-jelskij-universitet-ssha>.