



## Psychological Features Of Workers And Factors Affecting Them

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**Abstract:** The paper is dedicated to issues related to the formation and implementation of migration trends towards an individual. Motives of migration related to dissatisfaction of a number of mental needs of an individual, for example, with a pronounced inferiority complex, forming the steady pulse of the internal voltage, which depends on the tightness and increased shyness in front of other people. People with a similar ailment are constantly in search for their place in life, in their view, migration can be the only way out of the current situation, sort of an outlet on the tight mental state. As a rule, contrary to their expectations, the special work may remove mental tension when a person moves to another country.

**Key words:** migrant, migration, frustration, inferiority complex.

## Migrantdagi Ishchilarning Psixologik Xususiyatlari Va Ularga Ta'sir Etadigan Omillar

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Maqola shaxsda migratsiya tendentsiyalarining shakllanishi va amalga oshirilishi bilan bog'liq masalalarga bag'ishlangan. Migrantlar turli sabablarga ko'ra hayotda o'z o'rnini topa olmagan odamlardir. Ular muttasil yaxshi hayot izlash, begona yurtda mavjud salohiyatini ro'yobga chiqarish orqali o'z ehtiyojlarini qondirish holatida. Migratsiya motivlari shaxsning bir qator aqliy ehtiyojlarini qoniqtirmaslik bilan bog'liq bo'lishi mumkin, masalan, ichki zo'riqishning barqaror impulsini shakllantiradigan, xijolat va uyatchanlikning kuchayishi bilan bog'liq bo'lgan aniq pastlik kompleksi. boshqa odamlar.

Kalit so'zlar: migrant, migratsiya, norozilik, komplekslar.



The concept of "migration" comes from the Latin *migratio* - resettlement and has many definitions based on the presence of a need motive in the subject of migration, realized through mobility and aimed at acquiring material well-being, the embodiment of individual needs, and changing the social environment. Today, migration is a global phenomenon. Many states are drawn into migration processes, on which their economic and political status, cultural life, and territorial integrity depend. Migration flows play an important role as external factors influencing the structure and system of state and global public relations, in which migration acts as a means of adaptation to ongoing changes. That is why migration is studied by various scientists - historians, sociologists, anthropologists, political scientists, economists, psychologists, and specialists in other fields of knowledge. Psychology itself studies the problems of migrant adaptation and the specifics of migration behavior of individual ethnic groups of the population, as well as psychological problems of interaction between ethnic groups). Historically, migration processes have varied in form, scale, intensity and consequences. Depending on the goals of migration, its characteristics have changed significantly. Initially, when leaving settled areas, cattle-breeding tribes set themselves the goal of developing new fertile lands and developing livestock farming. After the state acquired clear outlines, the motive for migration became the solution of economic and territorial problems by military means. A striking example of migration carried out for these purposes is the discovery of the New World in the 15th century, which gave a powerful wave to the colonization process. Today, the final goals of resettlement are different, but the common denominator between them is the individual's need to improve the living environment.

Migration experts identify the following reasons that influence its development. Socioeconomic (resettlement in search of free agricultural land, work; high income; resettlement with the purpose of changing the way of life - rural to urban, and vice versa; acquisition of a higher social status, etc.); political - flight from political repression, racial and religious oppression, repatriation due to changes in political conditions or state borders; military - evacuation and re-evacuation, deportation; ethnic (national); demographic (family unification, marriage migration); natural conditions, such as climate, often play a certain role; environmental conditions - environmental pollution, causing disease, etc. In the twentieth century, the scale of migration did not decrease, but only increased. Its form is conditioned by racial diversity and the uniqueness of the



culture of peoples, the uneven distribution of natural resources, the level of socio-economic development. The formation of state power institutions has led to the emergence of such a specific phenomenon as a legal field, the legislative norms of which are designed to ensure the integrity of state sovereignty, the stability of the social system, and the observance of human and civil rights and freedoms. Laws have been introduced aimed at regulating migration processes within and outside the state. Despite the fact that the International Covenant on Civil and Political Rights, adopted on December 16, 1966, states that everyone has the right to leave the territory of any state, including their own, the right to migrate may be limited. This has led to the emergence of such a specific phenomenon as illegal migration, that is, migration that occurs outside the legal field. Legal migrants cross the border and are in the country legally, illegal migrants are people who have arrived illegally or have lost the legal right to be on the territory of a foreign state. Due to the multivariance of the final goal, migration is divided into permanent and temporary, forced (violent) or voluntary. By type - internal (within the borders of one state), external or international (intercontinental and intracontinental). The subjects of internal migration are migrants. The subjects of external migration are immigrants, that is, foreigners entering a new country, and emigrants, residents of the country leaving it. Although migration is a peculiar manifestation of human mobility, note that short-term moves from country to country can be associated exclusively with a business trip or a tourist trip, and not with the desire to settle down for permanent or long-term residence. Such movements are classified as temporary or labor migration associated with systematic (for example, seasonal) movement to another state for work. The goal of labor migration is to improve one's material well-being in the country of origin at the expense of funds earned from work abroad. However, the ultimate goal of a "full-fledged" migrant (a migrant of greatest interest to scientific psychology) is the need to move to a permanent place of residence, naturalize in a new society, obtain civil rights, and find permanent work. Such migrants, as a rule, associate a new country with a second homeland, or a place where they can compensate for a number of social and even psychological needs. The need to move is formed under the influence of an internal psychological impulse, persistent mental stress arising from the dissatisfaction of certain needs, which the individual is unable to overcome in standard ways due to the peculiarities of the psyche or surrounding conditions. The source of tension can become so great that a person leaves his native places



despite the upcoming difficulties associated with a change of residence, parting with loved ones, places dear to the heart, the parental home and the usual life. After all, most movements are associated with material costs and the risk of losing wealth acquired, sometimes over many years, which is left behind in the country of origin, with the risk of finding oneself in an even more difficult social situation.

For example, the migration of residents of neighboring countries to the territory of Russia is mainly due to its attractiveness for residents of Central Asian countries due to significant undeveloped living space, employment opportunities, and access to in-demand education. Migration growth in Russia and other economically developed countries (Canada, the USA, Europe, etc.) depends on the processes of globalization, which involve colossal labor resources in the world economy. The increase in the population in the countries of Asia and Africa, as well as the low standard of living of the population of the CIS member countries lead to an increase in the number of migrants from these countries. Wars and armed conflicts that destabilize the situation in various regions of the world, in particular, the civil war in Afghanistan, the war in Libya, the military operation against ISIS, the crisis in Serbia and Kosovo, the armed conflict in eastern Ukraine, religious clashes in Nigeria, conflicts in Yemen and Pakistan, have led to a significant flow of refugees from these countries to the countries of the European Union. But the motives for migration may be related to the dissatisfaction of a number of mental needs of a person. A typical example of such migration may be an individual with a pronounced inferiority complex, forming a stable impulse of internal tension, which depends on the feeling of embarrassment and increased shyness in front of other people. Those suffering from such an affliction are constantly in search of their place in life, in their view, migration may become the only way out of the current situation, a kind of outlet in a constrained mental state. As a rule, contrary to their expectations, it is not possible to relieve mental tension by moving to another country. In the new place, similar life situations arise as in the country of origin, forming the previous model of behavior of shyness in front of others. Along with this, moving to another country can cause great tension, arising due to the inability of the migrant to adapt to the cultural and social environment. And, conversely, by opening up to the outside world, a migrant can significantly succeed in life, so to speak, double his own life resources, increase psychological survival due to a strong desire to change life for the better, to realize plans and achieve the set



goal. Among the most successful migrants are I.V. Stalin and A. Hitler. In their homeland, these people were at a low level of social status and could not significantly influence the opinions of others. Having migrated to another country (from Australia to Europe - intercontinental migration and from Georgia to Russia - internal migration), each reached the peak of social status.

Migrants are people who, for various reasons, have not found their place in life. They are constantly in a state of searching for a better "share", satisfying their needs by realizing their potential in a foreign country. Unlike a patriot, a migrant does not seek to change the existing situation in his homeland, but with redoubled force realizes his intentions abroad. At the first stage (entry into the country), he is subject to the greatest stress, since a change of environment a priori forces him to adapt to a new life, process and remember significant amounts of new information, receive or hone language skills, meet new people and rules of behavior. A clash with another culture and customs, sometimes unfavorable climatic conditions, aggressive behavior of the local population cause significant stress, activating previously unused mental capabilities necessary for full adaptation and survival in the environment. As a result, a number of personal changes may occur due to the emergence of new elements in its structure (for example, communication skills), the development or loss of old habits and skills

The level of stress development in a migrant is often closely related to his social security (decent financial situation, availability of his own housing, family and business ties, availability of social programs in the country for the settlement of migrants, support of the national community), communication skills, loyalty of the local population, cultural adaptability (knowledge and experience of applying customs and traditions, level of language proficiency, similarity of cultures, tolerance of the population to the cultural priorities of the migrant), individual characteristics of the personality (level of education, volitional qualities, outlook).

To summarize, we can conclude that the main psychological feature of a migrant is the need to improve his current situation, the desire for comfort, both materially and psychologically. At the same time, in the process of moving to a new place, as a result of the intensive work of the adaptation apparatus in the psychology of the migrant, visible changes can occur at the personal level, which, in turn, are associated with the acquisition (development) of skills necessary for life and activity in the environment.



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