



Professional Activity Of The Leader Methodology For Improving The Social-Psychological Characteristics Of Development

Sherzod Shadiyev Fayzullayevich

*Termiz State Pedagogical Institute of Pedagogy and Inclusive Education
independent researcher of the department*

Abstract. In the article, the specifics of improving the socio-psychological characteristics of the development of the professional activity of the leader, personal qualities of the leader, spiritual image, qualifications and skills acquired in work activities, humanitarian qualities of a high level in education activities, loyalty to his work, discipline, humanity, morality qualities, educational content, its form, methods, purposeful development also, the psychological, pedagogical, methodological, didactic and methodological possibilities for improving the socio-psychological characteristics of the development of the professional activity of the leader and resources based on the mechanism of its introduction into practice are described.

Key words: leader, professional activity, management, decision, skills, competence.

Education and preparation of professional activities of leaders in world higher education institutions at the level of modern requirements is the demand of the times. In the framework of the task of "Providing general inclusive and fair quality education for everyone throughout their life" defined in the Education-2030 declaration adopted by UNESCO, improving professional activities in increasing the professional training of future specialists, that is, education to ensure the priority of education based on the concept of applying innovative educational technologies in the education process and training competitive personnel with professional competence in accordance with the requirements of the time special attention is being paid.

In particular, acquiring positive content of socio-psychological characteristics characteristic of leaders in management activities is an achievement not only for leaders, but also for society. It is today's demand that a leader should be spiritual, cultured, skillful, capable, steadfast, and have



perfect willpower. In general, knowledge of the classification and characteristics of management decisions, their use, allows to formulate the tasks facing the managers.

In management, it is necessary to create more opportunities for more precise formulation and solution of tasks. It should be noted that each management decision is based on a certain value system. For each person, this system is unique. He determines his actions and is responsible for the results of the decisions made. Many organizations are trying to create a system of corporate values, in which the decisions of the management and the actions of each employee are directed in the same direction.

Regardless of the field in which each leader operates, he performs exactly the same and similar actions when solving his own specific problems. It follows that in order to understand the reasons for the decrease in the effectiveness of the manager's activity, he must have observed the process of formation of the management decision. There are several approaches to distinguish the stages of management decision making.

An important aspect of the socio-psychological characteristics of young leaders is that, first of all, the leader must have a level of satisfaction with his personality, life, and work. The level of social and psychological satisfaction in this way serves as a basis for him to make decisions in a spirit of high mood, optimism, and create a healthy environment in the team.

The leader's creative thinking, making decisions that influence the increase of motivation, in turn, creates updates in the views and activities of his subordinates. Knowing the individual psychological characteristics of each employee in the team, finding ways to influence them ensures the success of the leader's work[7].

Also, formation of effective decision-making skills in the development of the leader's professional activity it is important to take all measures for. Sometimes, although the decision and its financing are made correctly, but people's minds are not ready to accept it, they have a predominance of favoring old decisions, inclination to past traditions, emotions prevail over common sense. possible In such cases, the subject of management will have to resort to educational technologies such as improving people's consciousness, gradually explaining it, and learning and conveying social opinion[9].

Thus, the continued influence of self-awareness and high levels of emotional arousal makes young leaders hypersensitive and highly vulnerable to



undermining. For the same reasons, young leaders often experience a restless, unknown state of anxiety, as if some kind of disappointment awaits them from all sides. This character trait of a young leader complicates the composition of his personality.

An inexperienced leader faces an extremely critical and conflicting situation during this period. Young leaders want to lead the work team they lead with behaviors that have not yet been tested in their life experience, but experienced leaders in the team do not consider this management culture worthy of them, as a result, the opportunities that can be achieved with the level of their behavior a certain contradiction arises between the level.

The more the leader's demands prevail over the real opportunities that can be achieved, the less satisfied the leader is with the situation and with himself. It is for this reason that the contradiction begins to grow inside the leading person, a situation of not being able to come to terms with himself occurs. After that, there are social conflicts with the team or with other internal, hidden bosses and managers of the team, which disrupt peaceful relations[2].

In order to achieve modern business or success, a leader must strictly adhere to the following:

- he must always fulfill his promises to partners and team members on time;
- it is necessary not to become proud, to be humble among the team, not to overestimate oneself;
- it is necessary not only to convey one's own point of view and opinion, but also to take into account the opinion of others;
- it is necessary to appreciate the knowledge and skills, resourcefulness of partners;
- must take part in solving only those issues where his participation is necessary;
- it is necessary to carry out activities such as encouraging and approving employees under the head in front of the public;
- employees should listen attentively to their suggestions, if they are correct, use them in their work, if they are incorrect, politely reject them;
- he must not lose himself in front of the team;
- he must carefully analyze every mistake and shortcoming in his work and learn the necessary lessons.



Acquiring positive content of socio-psychological features characteristic of leaders in management activities is an achievement not only of the leader, but also of the society. Today's demand is for leaders to be spiritual, cultured, skillful, capable, steadfast, and have perfect willpower. In general, knowledge of the classification and characteristics of management decisions, their use, allows to formulate the tasks facing managers[1].

In this process, it creates more opportunities for systematic implementation of management tasks. It should be noted that each management decision is based on a certain value system. For each person, this system is unique. He determines his actions and is responsible for the results of the decisions made. Many organizations are trying to create a system of corporate values, in which the decisions of the management and the actions of each employee are directed in the same direction.

Every leader, regardless of the field of activity, performs exactly the same and similar actions when solving specific problems. It follows that in order to understand the reasons for the decrease in the effectiveness of the manager's activity, he must have observed the process of forming the management decision. The management decision is made based on several approaches to distinguish the stages of development[4].

An important aspect of the socio-psychological characteristics of management activity is that first of all, the leader must have a level of satisfaction with his personality, life, and activities. The level of social and psychological satisfaction in this way serves as a basis for him to make decisions in a spirit of high mood, optimism, and create a healthy environment in the team[6].

The leader's creative thinking, making decisions that influence the increase in motivation, in turn, creates updates in the work of subordinates. Knowing the individual psychological characteristics of each employee in the team, finding ways to influence them ensures the success of the leader's work.

Also, formation of effective decision-making skills in the development of the leader's professional activity it is important to take all measures for. Sometimes, although the decision and its financing are made correctly, but people's minds are not ready to accept it, they have a predominance of favoring old decisions, inclination to past traditions, emotions prevail over common sense. possible In such cases, the subject of management will have to resort to



educational technologies such as improving people's consciousness, gradually explaining it, and learning and conveying social opinion[10].

A collective form of work is used to optimize the decision-making process. In this case, the source of effectiveness will be visibility, awareness, and reflex abilities formed in the group (skills) occurring in cooperative activities.

Therefore, the ability to cooperate in the process of decision-making, the ability to use collective intellectual power to achieve organizational goals, is the most important aspect of a leader. It is important to understand the basic principles and characteristics of the approach to effective decision-making in management.

Today, it is important to determine the level of leadership readiness of young leaders. Regulating activities in this direction, increasing the social activity of young leaders is the demand of the time. Currently, scientists around the world have focused their research on conducting large-scale scientific research on the managerial training of young leaders[3].

Identifying the management skills of young people among different strata of the population, further expanding the scope of their moral support, the priority of values for the public servant, initiatives to improve the promoted activity "not the state agencies, but the state bodies should serve our people", It is desirable to inculcate the opinion, to strengthen the role of state bodies in working with citizens' appeals, to pay special attention to business activities.

Management decision-making means solving specific issues by the members of the organization to guide the production or service process. In this, each department is busy with its functional task. In this way, all management units interact with each other and ensure the implementation of the master plan[12].

Effectiveness of management largely depends on optimal decision making. This, in turn, represents the entire set of relationships that arise in the process of organizing work and managing the organization. Management decisions are always related to changes in the organization, and the person who initiates them, usually supervises or implements them, is the leader[5].

In the conditions of globalization, a modern leader should know the methods of making effective management decisions, a systematic approach to solving problems in his field of activity, critical analysis, raising the quality of work in all areas to a new level, improving the efficiency of the existing system, the state management system today and tomorrow. based on its requirements,



it is required to pay attention to the issues of raising the quality to the level of modern requirements[8].

The reasons for the emergence of such decisions are extremely wide, they are related to the internal environment of the organization, the existence of conflicts due to the conflict of interests of different structures of the organization, a high level of uncertainty, and the influence of the external environment. Abstraction in the decision-making process can often be caused by insufficient, excessive or inconsistency of the information used as a source.

In this case, it is about determining responsibility for the initiative in some situations, that is, in socially significant and responsible activities. Problems like this place a high demand on the leader's experience, flexibility, and qualities such as will. The decision made in the above situations is called a probabilistic decision[1].

Naturally, probabilistic decisions impose special requirements on the subject of activity in terms of forming a sound knowledge approach to decision-making, as well as the ability to make intuitive decisions, and to act on improvement. The demand for the leader's willful qualities increases when making decisions in conditions of uncertainty.

REFERENCES:

1. Juliusson E.A., Karlsson N., Garling T. Weighing the past and the future in decision making. *European Journal of Cognitive Psychology*. 2005. 17(4). p. 561-565.
2. J.Pomerol, F.Adam. Practical decision making-From the legacy of Herbert Simon to Decision Support Systems. In: *Decision Support in an Uncertam and Complex World: The IFIP TC8/WG8.3. International Conference*, Monash University. 2004.
3. Зимняя И.А. Педагогическая психология: учебник для вузов. 3-е издание, прismoтpeннoe. - Moskva, 2010. - 448 c.
4. Karimova V.M. Psixologiya. O'quv qo'llanma. - Toshkent: T.A.Qodiriy nomidagi xalq merosi nashriyoti, "O'AJBNT" markazi, 2002. - 205 b.
5. Kochneva E.M., Chereneva Ya.G. Rahbarning psixologik xususiyatlari boshqaruv qarorlarini qabul qilish jarayoniga ta'sir etuvchi omil sifatida. "Konsepsiya" ilmiy-medodik electron jurnal . 2015. 13-con. 36-40 b.
6. Maxmudov I. Yosh rahbarlar boshqaruv samaradorligini ta'minlovchi kompetensiyalar. //Yoshlar kelajak bunyodkori shiori ostida uyushmagan



yoshlar bilan ishlash tizimi samaradorligini oshirish: “Muammo va istiqbollar” mavzusidagi II respublika ilmiy-amaliy konferensiyasi materiallari, 2018 yil 4-5 iyun.

7. McCrae J, Stephen J, Guermellou T, Mehta R (2012) Improving decision making in Whitehall effective use of management information Institute for Government, London, pp 7-8.
8. Lvova T.V. Boshqaruv faoliyatining psixologik jihatlar. 2016. 24-b.
9. Slavin, R, E. Educational psychology. New York: Pearson, 2012. - p.121.
10. Trueman S, Decision N. “Making In Government” history learning site co. uk. The History Learning Site, 27 Mar 2015.16 Aug 2016.
11. Рубинштейн С.Л. Основы общей психологии. - СПб.: Питер, 2002.- 720 с.
12. Xolov A.X. Boshqaruv qarorlari samaradorligini baholashning zamonaviy usullari va rahbar mas’uliyati. Monografiya. -T.: “Tafakkur qanoti” nashriyoti. 2017. 161.