



PSYCHOLOGICAL FACTORS OF LEADERSHIP TRAINING

Каримжанова Ёкутхон Уринбаевна,
Ташкентский университет прикладных наук,
кафедра психологии, преподаватель.

Тел.: +998 90 303-00-83

Электронная почта: ekuthonkarimjanova@email.com

Abstract

The training of leading specialists in management in higher educational institutions requires psychological knowledge. When updating the content of educational standards and standard curricula for the training of leaders in the field of management, it is necessary to include psychological disciplines. In any field where management processes are properly organized, there will always be growth and development. fair, positive and reasonable in the field of management, is interpreted as one of the topical issues.

Keywords: Biography, leader, manager, standard, standard curriculum, curricula, psychological disciplines, content of education, training for leadership, quality education, entrepreneurship, behavior, motivation.

Introduction

Recently, there have been many works that have arisen at the intersection of management theory and psychology. Previously, most of these works focused not on psychological aspects, but on economic, social, technical aspects, but practice has shown that this is not of primary importance in the training of personnel in the field of management.

When we get acquainted with the biographies of well-known and recognized leaders, in most cases they emphasize that the main reason for achieving significant success in their professional activities is obtaining additional education at the psychological faculties of universities, obtaining a lot of knowledge and constant work on themselves. At present, there are many such examples[2.38].



Body

The most important thing for future leaders is knowledge and psychological understanding of the features of human behavior and activity in the organization, the creation of a favorable socio-psychological environment in the work collective. For the future leader, it is important to enter the team correctly, to take an active life position there, for which he needs knowledge about psychological compatibility and solidarity, the establishment of interpersonal relations and communicative competence as one of the main aspects of communication. Graduates of the Faculty of Management should have the skills of constructive interaction and cooperation with others. One of the important aspects is the formation of the quality of positivity in them in relation to the social environment and the people around them, as well as the formation of knowledge about the establishment of the right relationships[3.18]. On the one hand, there are a number of psychological factors that affect the formation of future specialists-managers, the features of their worldview and the professional socialization of the leader's personality; On the other hand, there are a number of psychological factors that affect both an integral mechanism, a regulator of managerial activity, a general professional culture and an integral part of the formation of the future elite.

Psychologists know that the formation of a specialist, a future manager-specialist, is based on a psychologically oriented worldview, which helps to comprehensively understand the world around him, the features of behavior, the attitude of the individual to other people, society as a whole, his value orientations, the influence on the nature of motives and needs of business behavior [4.76].

The Republic of Uzbekistan, following the example of world education, is moving to qualitatively new standards in the higher education system and is working to improve the quality of education in many areas. It is for this purpose that the training of specialists in higher educational institutions of our country is a combination of general, special and optional disciplines, which requires students to focus on disciplines that are fundamentally different in content and subject of research. One of our highest goals is to train future leaders and specialists who are able to serve the interests of the people and establish the right relations with employees.

One of the main tasks of modern higher education is to provide students with the opportunity to choose the most interesting and significant academic subjects for them. Students do not hesitate to choose disciplines that study the features of human



behavior and activity in various fields of psychology. On the scale of our republic, for example, last year the subjects "Business Management," "Logistics," "Information Resources Management," "Management Psychology," "Health Psychology," "Profiling," "Labor Psychology" were chosen more than other subjects. At present, the consciousness of our youth is so developed that they imagine future leaders as healthy, beautiful, positive, engaged in sports, capable of proper work, and have begun their psychological preparation for these processes. Imagine the training of engineering personnel in technical universities without the psychological disciplines listed above.

I consider it expedient that first-year students of higher educational institutions of the republic, especially management faculties, choose the subject "Psychology of Work," so that our students become strong and reliable future personnel. Because what we adapt ourselves to later becomes a skill and competence for us. To become a great man, every man must begin his work by making his bed. We can understand and make the correct performance of such actions our habit through the subject "Psychology of Work."

Firstly, it is necessary to constantly update the content of the educational process taking into account the requirements of the existing reality and choose academic subjects that students like and that they want to include in the curriculum of training. This is due to the fact that first-year students face such urgent problems as insufficient psychological readiness for new learning conditions, and foreign students - for living conditions. Socio-psychological adaptation, psychological regulation of one's behavior allows the student to enter the educational process more easily and quickly and improve in it.

Secondly, the period of study in a higher educational institution is the most important stage in the formation of young people from the point of view of professional training and socialization of the personality, which penetrates into all mental phenomena, processes, states and characteristics of the personality of a person. The educational process affects the orientation of the personality, which is the main factor in the desire for knowledge that helps him in the future to correctly understand people and situations of their relationships, as well as determines the professional suitability of the future specialist.

Thirdly, the lack of psychological support for educational activities in the future will affect the slowness of training managerial personnel. It should be noted that the



success of training future specialists depends on many factors, among which the need for psychological knowledge is important. Consequently, in the basic part of the educational standard of a specialist in the managerial specialty

Fourth, the implementation of systematic, purposeful, systematic and consistent work to create a healthy environment for its participants in higher educational institutions, the formation of healthy lifestyle skills among students.

Psychological sciences deal with the development of a healthy and harmonious personality capable of resolving interpersonal, intergroup and interpersonal conflicts, achieving goals in everyday work and future professional activities, and therefore require psychological training. Taking into account the above, the author points out that the time has come for the mandatory inclusion of psychological academic disciplines in educational standards, standard curricula for training specialists in the field of management, and we see that these processes are gradually being implemented in our country.

Obtaining higher education is one of the most important components of the life and future activity of a person, his professional and socio-psychological adaptation to modern production conditions, the team of the organization and requires certain psychological knowledge.

Conclusion

The educational process in a higher educational institution manifests itself as one of the most important factors in the development of educational programs, on which in most cases depend the results of training highly qualified personnel for future activities in various sectors of the economy and the social sphere. Timely introduction of changes in the educational process of psychological components is the process of choosing one of the many possible methods of action that have a significant impact on the professional competence and suitability of future management specialists. The implementation of these processes in the future will give positive results in the life of young people.



References

1. K.B. Akhmedzhanov. A.Kh.Kholov. Formation of Effective Decision-Making Skills in Young Managers. "Wings of Thought," 2020. 96 p.
2. Tuychieva S. Management Technologies. Textbook // Tashkent. - Publishing house "Navruz," 2020. 148 p.
3. Khaidarov A. Responsibility of Political Culture. - Tashkent, "Tafakkur," 2009, - 146 p.
4. Boymurodov N. Psikhologiya rukovoditel'ya [Psychology of the leader]. - Tashkent: "New Generation," 2016, - 132 p.
5. Makhmudov I. Psikhologiya upravleniya [Psychology of management]. - Tashkent: Printing house "UNAX-PRINT," 2005, - 170 p.