

## SOCIO-PSYCHOLOGICAL METHODS OF MANAGEMENT

**Dilshodbek T. Toshpolatov**

**Researcher, Republican Education Center Under The Ministry Of Public Education, Uzbekistan**

**ABSTRACT:** Socio-psychological methods of management are means of managing producers and certain individuals by influencing their social needs and psychological characteristics. The use of socio-psychological methods of management requires a deep study of social phenomena occurring in the enterprise, knowledge of psychological (spiritual) factors affecting the mood of the nervous system of employees.

**KEYWORDS:** Characteristics, abilities, personnel, methods, work and rest schedule, personnel selection and evaluation methods, contracts, mutual obligations.

### INTRODUCTION

In production conditions, sociology studies the labor factors that are the basis of the formation of social relations of people, studies social systems, including the laws of development and operation of the production system, the laws of the behavior of people in different layers of society. Social psychology studies the characteristics of group and group psychology, their influence on the mind and behavior of a person, factors that stimulate people's activity, mood, factors that shape social thought. Personality psychology studies the types of higher nervous activity and human temperament, character, individual will, ability, emotion, memory, understanding and feeling, labor psychology studies labor activities, including leaders and specialists (professional characteristics and abilities, personnel training learning methods, work and rest schedule, personnel selection and evaluation methods, psychological aspects of the labor process).

As the way of thinking of people changes and their cultural and educational level increases, the importance of socio-psychological methods also increases. In such conditions, the needs and interests of a person change towards the spiritual sphere. An important factor of satisfaction with one's work is a good relationship between the producers and the manager, a favorable socio-psychological situation in production.

Socio-psychological methods of management are based on the use of existing social mechanism (system of interaction, social needs) in production. Social methods of management are implemented through social regulation.

### THE MAIN FINDINGS AND RESULTS

Methods of social regulation are used to regulate and harmonize social relations by identifying and adjusting the goals and interests of different groups and individuals.

They include regulations of social organizations, contracts, mutual obligations, selection and distribution of workers and the system of meeting social needs. Methods of social regulation are also used in order to increase the activity of the human factor and democratize management.

Psychological methods of management are aimed at regulating relations between people by creating an acceptable psychological state in the team. Psychological methods include the organization of small groups and teams, humanization of work, selection of qualified personnel, their training, etc.

Using the method of organizing small groups and teams allows you to determine the optimal quantitative-quality ratio between workers in a small group.

The humanization of work means the use of colors, the spiritual influence of music, the elimination of the same, unchanging work, and the expansion of the creative approach.

The essence of professional selection is to choose the mental characteristics of people in such a way that they are most suitable for their work. Mental characteristics of a person include his interests and inclinations, abilities, temperament and character. Therefore, when leading a person, the leader should set himself the task of studying the formation and development of human mental characteristics, his interests and abilities, temperament and behavior.

The spiritual characteristics of a person cannot be understood by separating them from human nature, because the characteristics of a person's abilities and actions are manifested in his nature and behavior. A person's life and public activities shape his mental state. Without knowing how a person lives, what he does, it is impossible to understand how he came into existence, developed his abilities for this or that, and formed his actions.

A person, first of all, evaluates himself as a creative person. The worker does not look at work from this point of view: material needs are primary, and after they are satisfied, relatively high human needs are put forward.

Human activity is based on certain motivational factors and is aimed at achieving a certain goal. The motivating factor is the core of human activity. In a general sense, a motivational factor is a factor that motivates a person to act, and a goal is something that a person wants to achieve as a result of its implementation. A motivating factor is the inner strength of a person's character. In psychology, a long and short motivational factor is distinguished. If the motivating factor of human activity and the goal set for the near future, it is called short-term, if they cover the long

term, it is called long-term. A person's attitude towards work, success and failure is inextricably linked with the level of the motivating factor. Only long-term motivation is a source of creative attitude to work.

An important characteristic of a leader is to know well the factors that stimulate people's performance, to be able to interest everyone in performing this or that task. This is especially important when working with young people who need to know what the future holds for them when they enter a particular enterprise. The work of a leader can be compared to the work of a conductor who has to learn who, when, which violin to play, which instrument to play, who can play incorrectly, who should be placed in which place.

The incompatibility of a person's mental characteristics with the requirements of the work he performs, dissatisfaction with his profession leads to an attempt to change it, an increase in the probability of making mistakes and, as a result, a decrease in labor productivity. On the contrary, if a person is busy with a job that can fully demonstrate his abilities, he will be satisfied with his work, he will master the profession quickly, and his labor productivity will be high.

### CONCLUSION

Coordination of management methods to guide the leader in achieving the set goals of production enterprises, the following methods are characteristic of management: economic, organizational-command (administrative), social-spiritual.

The market demands from business leaders a sharp mind, a creative approach to work, and when the time comes, risk-taking characteristics for the enterprise's activity and work. An order is a written or verbal statement of a leader's request to his subordinates to perform a specific task at a specified time.

A leader who does not know the basis of socio-psychological knowledge cannot influence people.

### REFERENCES

1. Авазов, Ш., & Ёзиев, Э. (2021). Psixologiya (boshqaruv psixologiyasi). *Общество и инновации*, 2(5/S), 464-469.
2. Авазов, Ш., & Ёзиев, Э. (2021). Психология (психология управления). *Общество и инновации*, 2(5/S), 464-469.
3. Axmatdjonov, O., Abduvohidov, A., & Adhamov, A. (2022). MENEJMENT SOHASI VA UNI RIVOJLANTIRISH DAVRIDA OLIB BORILADIGAN ISHLAR. *Yosh Tadqiqotchi Jurnal*, 1(1), 67-72.
4. Kurbanova, S. N., & qizi Razzoqova, N. B. (2022). BARKAMOL AVLODNI SHAKLLANTIRISHDA TA'LIM JARAYONINING O'RNI VA UNDA ZAMONAVIY O'QITISH

TEKNOLOGIYALARIDAN FOYDALANISH YO'LLARI. Zamonaviy dunyoda pedagogika va psixologiya: Nazariy va amaliy izlanishlar, 1(10), 84-88.

5. Muxammedovna, Z. N., & Shuxratovna, R. D. (2020). Menejmentning mohiyati va vazifalari. Science and Education, 1(6), 188-191.
6. Safarovich, Q. O., Jumaboyevich, S. O., & Maxmaisoyevich, S. A. (2022). UZLUKSIZ TA'LIM TIZIMIDA PEDAGOG-PSIXOLOGLARNING INNOVASION KOMPETENTLIGINI TAKOMILLASHTIRISH. INTEGRATION OF SCIENCE, EDUCATION AND PRACTICE. SCIENTIFIC-METHODICAL JOURNAL, 821-825.