



## PSYCHOLOGICAL AND PEDAGOGICAL PECULIARITIES OF CONFLICTS BETWEEN OFFICERS AND PERSONNEL STAFF

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### ANNOTATION

*Man is actually created freely, but those who limit their freedom are other individuals. We know from our social way of life that there are actually different reasons for limiting the freedoms of people, while the reasons definitely bring about conflicts.*

*In the article, the reasons for the conflict between the officers and the personal composition and some features of the formation of the pedagogical and psychological knowledge of the commander and Chiefs in their prevention, as well as social reasons for the emergence of the conflict, the conditions in the workplace, the correspondent in the family, the tendency of the officer*

**KEYWORDS:** *conflict, serviceman, officer, team, correspondent, psychological-pedagogical, professional activity.*

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Conflicts can be personal, professional, long-term, short-term, acute and superficial, according to his temperament. The occurrence of conflicts certainly does not remain without showing its impact on social relations. Conflict is a broad concept that disrupts the atmosphere in the family, at work and at the place of residence. The problem of conflict has been studied and studied by various scientists. From the 20-ies of the XX century to the present day 2250 articles, 180 dissertations have been preserved in the Russian language on this problem, of which 23 doctoral dissertations and 350 books and brochures. The study of how many more books, dissertations, brochures and articles have been written from 2013 to today is a period requirement.

Any dependence will not be a contradiction, interests and worldviews should not coincide in order to be a conflict. As long as the conflict can occur suddenly and can arise due to internal discontent, which has accumulated over a certain period of time.

In the event of a conflict, the conflict may also arise because of the officers themselves or otherwise. The presence of conflict, on the one hand, has a positive effect on the effectiveness of the activity itself, on the other hand, has a negative effect, that is, there can not be an increase in activity. As a result of this, both the head and the employees

under his hands are not able to effectively use the existing conditions for carrying out activities.

There are social reasons for the inconsistency of the officers, These are primarily the inability to be satisfied with the conditions in the workplace, the negative atmosphere in the family, the tendency of the officer or the employees at hand to conflict themselves and there may be other reasons. Any conflict is a process that has negative actions according to its temperament. Another aspect of the conflict in the work of the officers is that it is natural for the conflict to have its effect on the service chips, especially in emergency situations, the conflict between the officer and the officer, between the head and the subordinates, occurs very quickly. Because in such cases it is considered a time when everyone is nervous, any instructions and orders can seem rude to the serviceman at hand.

The conflict between the officer and the officer, the officer and the subordinates in case of an emergency does not last long, since every serviceman correctly understands and knows that it is necessary to carry out military service assignments. Conflicts between servicemen will certainly not be solved permanently positively, but the conflict is a social psychological officer with a state of transformation,



that is, one of the two sides will go to the kompromiss (agreement).

A literate military officer (chief) with many years of experience, skills will prevent conflict rather than enter into conflict, will try to educate the conflict officer to the maximum. By what methods the conflict can be taken: for example, to create conditions for the officer to carry out a full-fledged service; to provide his family with work; to provide housing; to place his children in a kindergarten and school; to provide him with a public transport (bus, direction taxi) for his arrival to work; to create opportunities and conditions for family rest; to give Labor leave on time (from the circumstances) is to teach each employee to manage his psyche by correctly solving the issues of giving Labor leave to his ikkalina at the same time, if together with his family they serve in the same military unit. Prevention of conflicts means the management of the activities of the employee. The officer himself will solve the conflict between these best and convenient xech is one of the ways to whom he does not give contempt.

Early prevention without the occurrence of conflict is considered an extremely difficult process, since conflicts are divided by their character into conflicts in the open state and in the closed state. In open-situation conflicts, when employees, servicemen try to solve problems by saying their word with each other in an open situation, and in closed-situation conflicts, when both parties do not take measures to solve the problem openly, they hide the problem, that is, the Moss of conflict. As a result, the conflict occurs after a certain period of time, as a result of which a strong emotional state arises, An explosion (turns into a scandal) occurs, and the intervention of the commander-in-chief, the officers of the administration, as a result of which one or both sides is punished. Our observations showed that it was often found that touching personality between the officers and the individual content at hand could cause conflict. The fact that personality can not be touched is also contrary to the requirements of the Universal Charter. In the Prevention of any conflict, the pedagogical-psychological knowledge of the heads of the office is also considered a seal, since the officer works with individuals, not with the subject, which means that knowledge of the individual is directly and indirectly related to his psyche.

In solving the conflicts between the officer and the officer, the officer and the personnel at hand, we must of course know and study in depth the cause of the origin of the contradictions in the science of "criminology".

If the conflicts last long, then of course it is recommended to transfer one of the two employees (servicemen) to another service. Who is often prone to conflict? The results of our research on the question of "What is the difference between a

military officer in all strata, who is most often in the "selfish" (egoists), in those who prefer the "I", in those who put a nickname and talk, who quickly becomes offended, knows himself as a constant 'True', tries to use others and is quickly given to the personality, tend to Therefore, even from the conflict resolution at first glance it seems to us that there is no base, and in fact, if the top of the ice in the water is visible to us, then we know later that the ice is two times larger than on the bottom of the water. Since the conflict question consists of seven letters, its power is destructive character, so the conflict always exists in every employee, but its solution is different in everyone. The main thing for the client, upbringing of the individual depends on the temperament of the conflict. Conflict according to its character to be between a person and a person, between a person and a group or community, between a team and a community, and between a system and a system have been studied in the scientific literature. And the conflict we are studying is the conflict between a serviceman and a serviceman, and between a serviceman and a team.

Of course there will be a conflict of interest if the conflict is between the person and the person, it does not require any proof. And the conflict between the team and the individual occurs because it is difficult to educate the individual, in this the consciousness of the individual determines his way of life, that is, his consciousness is determined by the circumstances. If a serviceman comes to serve a badly-armed team, then of course there will also be a violation in his professional activity. Itself will either adapt to the same circumstances or will have to go to another place of Service. Each serviceman has a concept of internal conflict, this concept is applied to practical activities when the situation and the opposition dictates this.

In place of the conclusion, I want to say that the opposition to the conflict at first glance looks like one concept, but not exactly, the reason is the conflict a) scientific concept; b) broad concept; C) conflict is used in relation to the person.

There are some special disciplines that deal with the problem of conflict, these disciplines extensively and profoundly study the causes, stages, consequences of the occurrence of conflicts.

The socio-psychological, pedagogical essence of the conflict between the officers is one of the problems in military pedagogy and psychology, which still needs to be studied.

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