



SOCIAL AND PSYCHOLOGICAL SITUATIONS OF EMPLOYMENT MANAGEMENT

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ABSTRACT

This article analyzes a person's career orientation based on his or her personality traits. That is, a person's choice of profession and work based on his temperament, which can lead to success or failure.

KEYWORDS: *Occupational psychology, professional orientation, dynamics of activity, professionalism, normative professionalism, super professionalism, adept.*

INTRODUCTION

There are such professions, which make special demands on a person's personality, his characteristics and behavior. In these situations, psycho-diagnostics are the vital necessities in choosing a career and preparing a person for work.

The history of the use of psychological methods in the selection of a particular profession or in the selection of well-known professionals goes back to ancient times. As early as the middle of the third millennium BCE, ancient Babylonian calligraphers were examined and tested.

Professionally trained calligraphers were one of the central figures of the Mesopotamian civilization.

THE MAIN RESULTS AND FINDINGS

In ancient Egypt, the art of riding was taught only to those who could pass the tests known. The ancient Greek philosopher Pythagoras also underwent a similar test. According to sources, Pythagoras later returned to Greece and opened a school where he was accepted only if he passed the tests.

Historical sources emphasize that Pythagoras paid special attention to the role of intellectual abilities, and therefore paid great attention to the diagnosis of these abilities. Pythagoras, in particular, paid special attention to the laughter and gait of young people, emphasizing that the habit of laughter is the best indicator of human nature.

He pays close attention to the recommendations of parents and teachers, monitors each new student, especially the ability of students to express their opinions independently and not to be ashamed, to have a comfortable discussion with their interlocutors.

In prehistoric times, ancient China also had a system for testing the abilities of those who claimed to hold public office. Every three years, officials were re-examined in person by the emperor.

For the state, it is important to select people who are sufficiently capable of the system of examinations, who have in-depth knowledge in all areas, especially those who are able to work in government.

A brief historical tour allows you to see the testing of individual abilities as a part of the social life of different peoples. In recent years, the problem of combining theoretical constructions with empirical results in psychology has become widely understood. For this, it was necessary to develop the necessary methods. Tests are now the most developed part of the methodological arsenal. This notion of tests is gaining ground in the scientific literature.

Scholars point to the end of the 19th century as the beginning of the scientific stage of personnel selection. During this period, F. Galton conducted a public study of 17 anthropometric, medical, and psychological indicators in more than 10,000 people who came to the international exhibition in London



(3). The data show that the differences between people, even if they are the same age, are very large.

At the beginning of the twentieth century, the German psychologist G. Munsternberg was one of the first to develop and use psychological tests to determine the professional abilities of people, thereby paving the way for great research in the field of professional choice. Munsternberg highlights three main problems:

- 1) Selection of suitable people through professional selection and professional counseling;
- 2) Increase of labor productivity;
- 3) Achieving the necessary psychological results.

According to K. Platonov, the main features of the activity are understood and purposeful (1). From the point of view of G. V. Sukhodolsky, the basic conceptual apparatus of activity includes: - "subject of activity"; - "morphology of activity"; - "motivation and function of activity"; - "dynamics of activity"; - "diversity of activities".

According to the author, activity as a general psychological category has a hierarchical level. It includes types, classes, class structures, fields (occupation), specialties, subject (specialization). It follows that each professional activity is a class of labor activity, designed to achieve a set of goals, and has certain characteristics and numerical characteristics.

According to G. M. Bogoslovsky's research, "from the point of view of a particular person, a profession is an activity through which a person participates in the life of society and is the main source of material means of subsistence. (1)

The concept of "profession", described by E. A. Klimov, has a more complete character. Profession is: - such a field in which a person performs his functions as a subject of labor; - a group of people performing certain types of work duties; human training (knowledge, skills, abilities), due to which a person is able to perform certain types of work functions; - the process of activity, professional work, for example, the implementation of the functions performed by labor and profession (4).

Any analysis of professional activity requires the use of the category of professionalism. A. K. Markova points out several aspects of the discussion of professionalism (6). The first is "normative professionalism", which is considered as a set of personality traits that are necessary for the successful performance of work.

In other words, as a concept of professionalism, mental qualities reflect the characteristics of the subject of labor, which has the necessary set of norms. Finally, professionalism is understood as the quality of performance of normative functions when the subject of labor deserves high marks.

A. K. Markova distinguishes between two aspects of personal professionalism and groups of seven

criteria, specific stages and stages, as well as five levels of professionalism, the internal interdependence of which is conditioned as an objective process of professional activity. These levels are:

- degree of professionalism;
- professionalism;
- super professionalism;
- non-professional or fake professionalism;
- post-professionalism degree (6).

In the later stages of professionalism, the specialist acquires an individual character of activity and is socially and professionally recognized, corresponding to the individual's desire to self-realize, to achieve a professional "akme". A person who has opened his professional capacity, even at retirement age, will have the opportunity to realize the remarkable professional and personal potential accumulated in various forms of activity in the post-professional stage (consultation, participation in consultations, training, etc.).

The breadth of the analysis of individual forms of adaptation to professional activity and the psychological aspect of the phenomenon of professional non-professionalism are professional mal-adaptation, personal deformation or "burning", as well as certain shortcomings in the process of continuing professional education.

E. A. Klimov's research includes the concepts of "optant", "adapter", "adaptant", "intern", "master", "reputation", "coach", based on the interdependence of human development and the process of his professionalization (4).

Directly related to the category of professionalism is the set of mental qualities, the mental state that allows to act independently and responsibly, the concept of professional competence, defined as "the ability to perform certain human functions" (1.13).

Therefore, the adoption of such a level of personal training will ensure a high level of individual-personal compatibility, based on known research (7,19), the ability of the subject of labor to act independently and responsibly, to act professionally and responsibly. We describe it as a set of mental qualities, mental state, which allows to have the ability and skills to perform work tasks.

Analysis of any professional activity is built taking into account the known requirements formed in the methodology of activity research.

CONCLUSION

The issues of training and selection of personnel in management have historical roots, and this problem has always been relevant and important.

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