

## LEADER ACTIVITIES THE SUBJECT OF THE STUDY SOCIAL PSYCHOLOGY

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### ABSTRACT

This article deals with the topic of supervisor activity as a subject of socio-psychology. The article also describes psychological approaches to the analysis of the personality of the leader, the specific socio-psychological qualities of the leader, the psychological demands on the modern manager, and a number of psychological bases explaining the phenomenon of leadership.

**Keywords:** Personality, leader, modern leader, psychological qualities, social psychology, management psychology, situational approach, reflexive approach, value approach, engineering approach, socio-psychological approach, age, gender, role, profession.

### INTRODUCTION

During the years of independence, our country is going through huge and complex processes of economic, political and social development, cultural and spiritual revival. Uzbekistan as an independent state has gained its place in the world community.

The worldview, spirituality, power, and potential of leading personnel in the implementation of large-scale transformations and reforms are crucial.

In his work, the esteemed President Sh.M. Mirziyoev, commenting on the modern leader, first and foremost, the modern leader must be a successful, responsible, well-organized, well-organized person. They also argue that the leader must be able to effectively carry out his duties, mobilize his subordinates, study the critical problems that plague the team, find the best solution, solve the problem situations wisely, and have the ability to critique his work. The real solution to these issues is reflected in one of the fields of psychology, social psychology, which is very important in modern psychological research. In addition, the qualities of leadership, psychological traits, individual-psychological traits, professional characteristics, tolerance, self-sacrifice are pure psychological knowledge. This is why researching this issue is very important.

According to researcher VSAgapov, it is necessary to analyze various approaches related to management psychology to study the personality of the leader in psychology and to develop its theoretical model [2,78-85].

According to the above approaches, the leader must have specific personal characteristics that enable the person to succeed in management activities. In addition, these qualities are essential to a particular position and contribute to effective management. Each approach is unique in the following ways:

1. Competitive Approach - According to this approach, a leader is distinguished from other people by their special, personal or general characteristics. The identification of these

personal characteristics is done by comparing a group of leaders and people who are not in this category, as well as successful and unsuccessful leaders at different levels. That is, it is judged by the characteristics of a leader as an individual and his or her official status or managerial position.

2. Engineering-Psychological Approach - According to this approach, the personality of the leader is explained by the analysis of management systems and decision-making processes. That is, it takes into account the information provided by the administration and the type of information that the administrator performs.

3. Reflective approach is the approach by which modern leadership characteristics are analyzed in terms of concepts such as self-management, self-assessment, self-control, and strategic leadership intentions.

Socio-Psychological Approach - According to this approach, the definition of a modern leader is defined by the qualities of organizational, communication, leadership, leadership, and social activity.

Conditional - Integrated Approach - According to this approach, a leader's personality is defined through a variety of management situations and life events. That is, how he can handle situations and perform tasks, and so on. That is, it is advisable to do a comprehensive assessment, not a one-time assessment of the manager's performance.

Functional approach - This approach takes into account three aspects when evaluating managerial activity and personality:

- 1) Organizational status of supervisor activity;
- 2) Essential social and psychological qualities of a person;
- 3) Dynamic functional structure of the personality and its psychophysiological structures, such as the initial cognitive processes, motivational, emotional and intellectual areas of the leader, temperament, character, abilities and interests, as well as analysis of the leader's knowledge and skills.

Thus, the functional approach is more important and takes into account the ideological and political qualities of the leader, the professionalism of the leader, the organizational and pedagogical skills, the moral and ethical qualities.

## **METHODOLOGY**

In addition, a factorial approach was proposed by researcher VV Andreev, in which supervisor activity is characterized by such concepts as production and management conditions, conditions, salaries, incentives and penalties [3, 35].

In contrast to the above approaches, the explanation of managerial activity with the value system is reflected in the researches of M. Woodcock, in which the dynamics of leader values are explained by the following socio-psychological aspects:

- 1) The predominance of economic values is the formation of oneself with the advantage of certain material benefits;
- 2) Formation of individual qualities and methods of management with increasing interest in their profession;
- 3) Through personal characteristics based on the character traits of the team or group members he or she leads, and so on.

It is worth noting that among the approaches to the analysis of managerial activity, an integrative approach is also important, according to which the socio-psychological

characteristics of a true leader are assessed by deep psychological mechanisms and types of motivation. That is, according to this approach, managerial skills in management are classified in two ways:

1) the discrete-functional aspect, namely, evaluation through the guiding features required to perform individual tasks;

2) An integral-functional aspect is defined as whether a leader deserves his or her post.

It is clear from the above comments that so far there is no single view on the modern leader and his psychological model. However, there has been a lot of psychological research into the personality of the leader, including American psychologist M.A. The show's research is unique. The essence of this study is that the personality of a leader is examined in three ways:

- Biographical information;
- Through their abilities (in the opinion of others);
- By analyzing personal qualities.

Consequently, a leader's worthiness or worthiness can be determined by the three important points mentioned above.

R.L., a well-known Russian psychologist, has done considerable research in the field of management psychology. Krichevsky complements these views with the following additional factors: [4,34].

The first group factors include: age; gender, social status and education, and so on.

Age factor is the key to clarifying many unknown questions about managerial activities. This analyzes the period at which the best age for a senior executive position or at what age should he leave. From the experience point of view, age is a prerequisite for a leadership position. On the other hand, it is important to remember that the young leader has many new opportunities.

According to psychological analysis, age is one of the factors to consider for a leadership position. The concept of "age" can be explained in two ways. Biological age (number of years of life) and socio-psychological age (social maturity, achievement in activity). Thus, social leadership is essential and essential for effective leadership. Researcher Paul Kim also seeks answers to the question of whether men in leadership work effectively or are women. It has been established that both men and women can have effective management. Gender doesn't matter here.

From a psychological point of view, sex is a social role played by society. The idea that men are inherently more active and less capable of leadership than women is a general misconception.

It is well known that many women tend to explain their success with success rather than by their abilities and activities. This is called the stereotypical approach in psychological language.

Social Position and Learning Factor - Of course, both of these factors are important for a leader's performance. It is not about earning a diploma or studying at a prestigious university, but education is primarily about the level of professional training, the ability of a leader to apply his knowledge and skills in real life. A person may be promoted through a diploma, but the status of holding and continuing it is not determined by a diploma. This requires special social skills, knowledge and skills.

The factor of socio-psychological state (the origin of the leader) is that there is no clear factor. It is appropriate to understand this situation in two situations. That is, you do not have to be a

rich family to be a leader. It is only important to create conditions for the development of human ability. Otherwise, it is only natural that he will remain as a competitor.

We must also remember that the concept of "ability" in effective management and in the modern leadership model is important, and it is impossible to do anything without human abilities.

Leadership skills can be divided into two groups. That is, general skills and specific special abilities, and so on.

However, in the socio-psychological analysis of the personality of the leader, it is important to keep in mind the range of personal qualities.

The following are the most important personal qualities that affect the effectiveness of management:

- Excellence;
- Self-confidence;
- Emotional maturity;
- Stress resistance;
- Creativity is striving for success;
- Enterprise;
- Accountability;
- Reliability;
- Kindness.

The aforementioned qualities combine and evolve in governance. This will ultimately lead to the success of the leader.

If leadership is a prerequisite for leadership, it is appropriate to focus on their content.

According to Ivanov, the leader must, of course, have the power. In this case, it is important to remember the content of psychological conditions related to self-development [5,27].

Researchers M. According to Woodcock and D. Frances, there are some socio-psychological barriers that impede a leader's creativity. They are:

- Weak desires in the person
- Inadequate capacity;
- Excessive anxiety;
- Extreme severity [6, 94].

Excellence in pursuit of success - Without these qualities, it is impossible to imagine the success of a leader today. That is, one of the key needs of leadership is the individual's aspirations for achievement or self-awareness and achievement.

Japanese psychologist T. Cono distinguishes between the following four types of leadership, depending on the specifics of mental and intellectual activity in humans: [7,123]:

- 1) conservative - intuitive type;
- 2) conservative - analytical type;
- 3) innovative - intuitive;
- 4) innovative - analytical type.

Innovation analytics is the most important type of leadership that can be used to maintain an enterprise or organization in any crisis situation. Such a leader is extremely creative, quick to make decisions, resistant to any difficult situations, and without risk. people who can see.

## CONCLUSION

In a word, the positive model of the modern leader must include the following social psychological traits. That is, a true military leader should have a range of socio-psychological qualities such as leadership, organization, professional competence, communication, tolerance, social resilience, independence, social perception, rigor, persistence, tolerance, conceptual, social perception, and social competence is appropriate.

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