

**ЎЗБЕКИСТОН РЕСПУБЛИКАСИ
ОЛИЙ ВА ЎРТА МАХСУС ТАЪЛИМ ВАЗИРЛИГИ
АНДИЖОН МАШИНАСОЗЛИК ИНСТИТУТИ**

**МАШИНАСОЗЛИК
ИЛМИЙ-ТЕХНИКА ЖУРНАЛИ**

**МИНИСТЕРСТВО ВЫСШЕГО И СРЕДНЕГО СПЕЦИАЛЬНОГО
ОБРАЗОВАНИЯ РЕСПУБЛИКИ УЗБЕКИСТАН
АНДИЖАНСКИЙ МАШИНОСТРОИТЕЛЬНЫЙ ИНСТИТУТ**

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Ушбу журналда чоп этилган материаллар таҳририятнинг ёзма рухсатисиз тўлиқ ёки қисман чоп этилиши мумкин эмас. Таҳририятнинг фикри муаллифлар фикри билан ҳар доим мос тушмаслиги мумкин. Илмий-техника журналида ёзилган материалларнинг ҳаққонийлиги учун мақоланинг муаллифлари масъулдирлар.

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PERSONAL AND SOCIAL PSYCHOLOGICAL FACTORS OF FEMALE MANAGERS

ANNOTATION

The participation of Uzbek women in the real sector of the economy and their attitudes to promotion, the basis for the work of specialists in the real sector of the economy, a certain percentage of researchers are women.

Keywords: *national economy, labor rights, pedagogy, public opinion, public, sociological survey, entrepreneurship*

In the years of independence in Uzbekistan, special attention has been paid to the issue of women's employment. Today, more than 45 percent of women are working in various branches of our national economy. There are all conditions for them to work and work, and their rights to work are guaranteed by our laws. In 2008, women made up 43.8% of the total working population. Every year thousands of new jobs are created in our country, and 40% of them are occupied by women.

Women make up 38 percent of specialists and scientific workers working in the real sector of the economy. Among them, the number of academicians, doctors of science, professors, candidates of science, senior and leading scientific staff is increasing every year. Among the leaders, the number of those leading in the scientific and educational spheres is also increasing. Today, more than 20 vice-rectors, 34 deans, and about 400 heads of departments are women.

The share of higher education institutions in training of leaders is significant, therefore, raising girls with higher education, guiding them to conduct scientific research even after bachelor's and master's degrees is bearing fruit. In particular, girls who have successfully graduated from pedagogic higher educational institutions and social humanitarian specialties are an important ground for working in leadership positions in various fields of the national economy in the future. If 65% of students of pedagogic higher educational institutions are girls, this number is 56% in higher educational institutions of other social specialties. These numbers are an important factor for them to show themselves as leaders and leaders in various fields in the future.

In the early 2000s, a sociological survey was conducted by the Public Center of Public Opinion of the Republic of Uzbekistan to study the participation of Uzbek women in the real sector of the economy and their attitudes towards promotion. Women aged 18 to 55 took part in it. Among the data, the numbers related to women's entrepreneurial activity and their relationship to management and promotion to service positions were studied separately. It turned out that 45.4 percent of the participants expressed their desire to engage in private business. Not all those who agree with this type of activity want to become leaders in the future, that is, a positive attitude towards growth in the service ladder is noted in the answers of only 47.9% of those women. Especially in this regard, the opinions of urban and rural women are slightly different: only 52.1% of urban women and 44.2% of rural women do not think of working in high positions after being an entrepreneur. The answer to the question whether the age characteristics of the respondent women played a certain role was that, for example, 58% of women aged 20-24 imagine leadership, while the opinion of 24-29-year-olds is almost similar to them - 59.7 %, but 61% of unmarried women dream of a career in the future. So, in girls who have not yet begun to worry about family, the desire to lead is stronger than that of families.

If we pay attention to the level of education of women who want to increase their professional status, 60% of women who have started entrepreneurship, 66% of those in the health sector, and 70.6% of those who are currently engaged in one or another management work at the middle level, seek a career. However, 41.9 percent of those in this competition admitted that there are factors that prevent them from being promoted. When we ask whether these situations are related to women's desire for economic independence, 68.2% of women surveyed agree that a modern woman should be economically independent. Only 24.4 percent believe that women do not need such independence, and 7.4 percent have no opinion on this. In this matter, urban women have a slightly different opinion than rural women, that is, respondents who live in the city (71.6%) think that economic independence is necessary for

women compared to their friends who live in the countryside (65.1%). But in reality, those who admitted that this is not the case, because only 39.2% of the respondents considered themselves economically independent, 53.7% admitted the opposite, and 7.1% did not have their own opinion on this issue.

The sociological survey conducted by the community center shows that most of our women have certain positive attitudes towards entrepreneurship and personal and professional growth in this regard, and there are positive trends in social opinion in this regard. Of course, it is of particular importance that they successfully combine their activities in business and other fields, their positions and positions in the family. In our opinion, the success achieved by women in various fields, including in the field of entrepreneurship, is an objective ground for their aspiration in terms of management. Finds

Analyzing the above data, at the same time, among the chairmen of women's committees who are actively involved in the women's movement, who are responsible for increasing the influence of women in the family and society from the point of view of their service positions, and at the same time working as deputy mayors in their districts and cities. a psychological examination was conducted. Special attention was paid to the manifestation of the characteristics of the person, which served as a social and psychological factor for his current position.

48 test women took part in the initial examination. Their age ranged from 35 to 60, with an average age of 45-50. When their education was analyzed, it became clear that most of them had a socio-humanitarian education, or rather, a pedagogical one.

"Are you confident that your current service position will be moderate?" to our question, only 30% of the respondents stated that they are confident about it. 28.4 percent of the respondents admitted that they are trying to keep this position, they have no desire to switch to another job. Therefore, most of the female respondents are satisfied with their current position and want to keep it and move to higher positions. "Your reaction to experiencing new, unfamiliar, unexpected situations?" in the social psychological questionnaire [5...Karimova V.M., Hayitov O.E. A set of tests and methods for assessing the worthiness of the heads of administrative management bodies. Methodical guide.// Prof. V. Under the general editorship of Karimova.- T.: "Fan va tekhnologiya" publishing house, 2008 - 64 p.28 p.], one out of three respondents noted that they do not like such situations, they like generally recognized norms and similar situations. This, in our opinion, comes from the characteristics specific to our conditions and our Uzbekism.

During the socio-psychological survey, we certainly paid special attention to the world views of the respondents. It turned out that the majority of women leaders who took part in the survey want to increase their knowledge and level in the future, to increase their knowledge in the field in which they operate: exactly 75 percent of the respondents were in this position. They are also well aware that this factor will motivate them to work successfully in the future and, at the same time, to grow individually and psychologically as a person. In this sense, 70 percent of the respondents know that their evaluations are adequate and that it is difficult to get the recognition of the majority until they work on themselves. These data

indicate that they are socially literate and psychologically mature leaders when working with employees. Because it is possible to believe that the leader's work will be effective only when the evaluation of himself is adequate. That's probably why the question "Does your professional development have an impact on your leadership?" 78% of the respondents gave a positive answer to the question. According to them, only a person with professional skills can master the subtle and complex aspects of leadership and perform his work effectively.

In addition, in various countries of the world, public associations and social movements have appeared that promote only humanitarian ideas and support the policy of non-use of force. They also promote the ideas of sympathy and cooperation in the relations between people in the society, not just competition or hostility. - they also widely promote the issue of equality of girls in society. These ideas began to penetrate not only in the world's leading countries or countries with booming production and industry, but also in lands that have just chosen the path of development and where cultural development is lagging behind. B. According to Bonta (Bonta, 1997), in such countries, new views are being formed regarding the participation of members of society, including women, in labor activities and leadership positions. In contrast to the situation in society, where strong competition has always been strong, in developing countries where a new life is being built, group achievements in cooperation are more valued than individual achievements. It is natural to have a leader in such circumstances, but he mainly plays the role of an example for others, an authoritative person who follows him, intervenes in conflict situations and calls people to order. Because in fact, in conditions where collective activity is a priority, the leader is not given clear authority and privileges, only the unofficial position given to him is manifested in his unconditional respect and attention to his opinion by others.

The complexity of the transition period, the conflicts between the old and the new, and the increase of internal and external threats put before the representative body tasks that even the person who is faced with cannot fulfill, sometimes peace, family leisure, even sacrificing his life. It must be said that Eastern women lack this quality, which prevents them from acting as leaders. Management is the art of leading people with courage, courage, qualities that others lack.

Nowadays, the issue of women's leadership is a reality, and it can be said that it has appeared in the life of society in the form of a social order.

According to experts, in the new conditions of work and production, and in the conditions where cooperation is valued more than competition, regardless of who is the leader, there is an opportunity for the position and status of women to be positive and high. Thus, in the life of adults, that is, to be more precise, in the society of people related to the field of management, along with intergender rapprochement and harmony, secret or open segregation processes continue, which ultimately leads to intergender confrontation, that is, alienation and opposition to each other. causing a standing situation. Such psychological problems are unique at the level of every society and state, and their study and the effective use of women's management potential are extremely relevant for our time.

V. Alimasov said, "Social and political activity of men remains an axiom. "Ignoring this factor destroys any idea of gender equality," says doctor of philosophy A. Huseinova rightfully objected and wrote: "First of all, the fact that the majority of men in the activities of state management is still not a reason to describe their socio-political activity as an axiom. Yes, it cannot be denied that men predominate in the upper echelons of management, but socio-political existence is not defined solely by this echelon. Without the socio-political activity of the middle and lower ranks, the upper ranks cannot achieve any success. Women in the middle and lower ranks of the socio-legal, cultural-educational, educational, communication, medical and service sectors

It is 70-85 percent. So, can men's socio-political activism be an axiom? Of course not. Second, can men in senior leadership negatively impact gender equality? Of course not. The upper echelons can adopt laws, directives, programs and plans that suit their interests, but if they are not in line with the interests of society and democratic values, it is difficult to bring about social results. Therefore, ensuring gender equality is a reality related to the demands of democratic development of the society, which cannot be imagined to be ensured only through the upper level.

In fact, the debate here is about how much a woman is a subject and how much an object in socio-political existence. V. Alimasov is inclined to the opinion that some women are socio-politically active (subjects), and most of them are socio-politically inactive (objects), while A. Huseinova comes from the activity of women in other fields, thus she wants to expand the range of socio-political activity. It is true that other spheres do not remain unaffected by socio-political life, but although they do not have high activity aimed at socio-political existence, the current democratic society, adopted legal and regulatory documents, state policy, women, in accordance with their wishes and legitimate aspirations, , ready to turn into active subjects of socio-political existence. Now it's about women moving themselves, transforming themselves from object to subject. Because, taking this issue as an example of Uzbekistan, first of all, more than half of the population is made up of women; secondly, it is precisely the areas where women's management abilities should be openly demonstrated - health care, education, culture, science, social projects, neighborhood work, etc., that have played a major role in the stability of our society and building a free civil society. Not only the women themselves, but also the society as a whole is interested in the fact that leaders and women leaders find their rightful place in them. Thirdly, in Uzbekistan, all conditions and legal basis have been created for women to occupy a worthy place in the field of state and society construction.

In short, 36 percent of female leaders are completely independent, if necessary, stubborn, ready to show their identity, who they are, by dominating themselves in any situation. Only 8 percent of responses have cases of admitting their addiction because they are afraid of making a mistake in the first place. The remaining equal half of the respondents admitted that they have such qualities as caution, intelligence, unhurried thinking, seriousness, and attention to the surroundings, typical of all leaders. So, modern female leaders also know that they have qualities that are recognized as masculine.

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INNOVATIVE METHODS OF DEVELOPING STUDENTS' PROFESSIONAL CREATIVE ABILITIES

ANNOTATION

This article discusses the organization of experimental work in order to implement proposals and recommendations for the development of professional and creative abilities of students of higher educational institutions, based on the purpose of the study. One of the features of the education system is to ensure the "external" socio-pedagogical conditions for the development of a person-centered education system and the "internal" pedagogical conditions of his life. The use of cognitive-informational, personal, cultural, competence paradigms in the development of professional and creative abilities of students, diagnostics of teaching quality, design of critical thinking and developmental educational technologies, synergetic integration in higher education and production play an important role.

keywords: Vocational education, definition, formation, preparation, basic, graduation, stages, creativity, levels, innovative technologies.