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BOSHQARUV VA IJTIMOY PSIXOLOGIYA O'ZARO ALOQASI

Abdurahmon Shuhratovich Toymurodov

Osiyo xalqaro universiteti o'qituvchisi

Annotatsiya Mazkur maqolada boshqaruv va ijtimoiy psixologiyaning o'zaro aloqasi tahlil qilinadi. Zamonaviy tashkilotlarda boshqaruvning samaradorligi psixologik omillarga bog'liq ekanligi ta'kidlanadi. Jamoaviy ishda ijtimoiy psixologik jarayonlarning ahamiyati, inson omili va psixologik yondashuvlarning boshqaruv tizimidagi o'rni yoritiladi.

Kalit so'zlar: boshqaruv, ijtimoiy psixologiya, liderlik, motivatsiya, inson omili, kommunikatsiya, tashkilot psixologiyasi.

Kirish Zamonaviy dunyoda tashkilotlarni samarali boshqarish uchun nafaqat iqtisodiy va texnologik yondashuvlar, balki psixologik bilimlar ham muhim ahamiyat kasb etadi. Inson omili, jamoaviy munosabatlar va motivatsiya kabi jihatlar rahbarlik faoliyatining muhim tarkibiy qismlaridan biridir. Boshqaruv sotsial psixologiyasi rahbarlar va xodimlar o'rtasidagi o'zaro munosabatlarni o'rganish orqali samaradorlikni oshirishga xizmat qiladi.

Asosiy qism Boshqaruv va ijtimoiy psixologiya o'rtasidagi bog'liqlik inson omiliga asoslangan bo'lib, rahbar va jamoa o'rtasidagi munosabatlar natijasida tashkilotning rivojlanishi yoki inqirozga uchrashi mumkin. Ushbu bog'liqlik quyidagi jihatlar orqali namoyon bo'ladi:

1. **Boshqaruv qarorlarini qabul qilishda psixologik omillar**
Har qanday rahbarning muvaffaqiyati uning qaror qabul qilish qobiliyatiga bog'liq. Bunda inson psixologiyasi, stress va vaqt bosimi omillari muhim rol o'ynaydi. Samarali boshqaruv uchun rahbar psixologik tahlil qilish, xodimlarning xulq-atvorini tushunish va motivatsiya berish qobiliyatiga ega bo'lishi kerak.

2. **Liderlik va rahbarlik uslublari**
Ijtimoiy psixologiya rahbarlarning turli uslublarni o'rganadi. Avtoritar, demokratik va laissez-faire kabi boshqaruv uslublari tashkilotning psixologik muhitiga bevosita ta'sir qiladi. Har bir rahbar jamoasining ehtiyojlariga mos tarzda boshqaruv uslubini tanlashi lozim.

3. **Tashkilot ichidagi kommunikatsiya va ijtimoiy psixologiya**
Samarali boshqaruv jamoa ichida to'g'ri kommunikatsiyani talab qiladi. Ijtimoiy psixologiya odamlar o'rtasidagi muloqot jarayonlarini tahlil qilib, tushunmovchiliklarni oldini olishga va ish unumdorligini oshirishga yordam beradi.

4. **Jamoaviy ish va motivatsiya**
Xodimlarning motivatsiyasi ularning ish samaradorligiga bevosita ta'sir ko'rsatadi. Maslow va Herzberg kabi olimlarning motivatsiya nazariyalari rahbarlarga xodimlar uchun qulay sharoit yaratishda yo'l-yo'riq bo'lib xizmat qiladi. Samarali motivatsiya jamoaning umumiy maqsadga erishishiga turtki bo'ladi.



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5. Ijtimoiy psixologik muhit va konfliktlar boshqaruvi

Tashkilot ichidagi psixologik muhit, rahbarning xodimlarga munosabati, ish sharoitlari hamda rag‘batlantirish tizimi samaradorlikka ta’sir qiladi. Konfliktlarni boshqarish va hal qilishda psixologik yondashuvlar muhim rol o‘ynaydi.

Xulosa Boshqaruv va ijtimoiy psixologiya o‘zaro chambarchas bog‘liq bo‘lib, inson omiliga asoslangan samarali boshqaruv usullari rahbarlikning muvaffaqiyatini belgilaydi. Motivatsiya, kommunikatsiya va psixologik muhit tashkilot faoliyatining ajralmas qismi hisoblanadi. Shunday ekan, zamonaviy rahbarlar nafaqat iqtisodiy va texnik bilimlarga, balki inson psixologiyasiga oid bilimlarga ham ega bo‘lishlari lozim. Bu esa boshqaruv samaradorligini oshirishga xizmat qiladi.

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