

Social and Psychological Foundations of the Development of Professional Activities of Women

*G. D. Tokhirova*¹

Abstract: In this article, on the path of professional development of women in our country, more favorable conditions are created for their quality education. Today, supporting the scientific potential and qualifications of our women, in short, the systematic formation of a professional career, is illuminated from a scientific point of view. It is based on the need to reform practical work on shaping the professional careers of women and girls and their development during professional activities, as well as ensuring their advancement through the ranks.

Key words: Support for women, family institution, socio-economic life, Family and women, Gender equality.

Introduction;

The direction of professional career is "vertical", "horizontal", "mixed", by priority type of activity and (or) position of "women who have achieved a professional career" and "students striving for a career". motives, career views differ radically from each other. These results were obtained on the basis of the respondent's answers to a standardized interview. The motives of the interaction rating, recognized categories of coverage, have a significant correlation with Spearman's criteria, which my requester explained in detail in the following comments ($r = 0.725$? $r < 0.05$). For example, among the participants of "Leaders of the Future", "Women's School of Leaders" and winners of the State School Prize "Zulfiya" 90.3 percent are women who are building a professional career, "have the opportunity to work in a responsible team." and with authoritative people" was noted as motivation.

The reason for this is that the candidates in this category, who are considered "women who have achieved a professional career", occupy their positions in the organizations they work for based on mutual interest, important regulatory documents at the level of state policy in terms of "Support for Women and Girls" and "Youth" and (or) explains that it was organized based on the initiative of the President. At this stage of our study, only 113 out of 10,000 women who grew up in the military personnel of our republic, as well as 112 out of 100,000 female students who chose a career inspired by state policy towards women in our country, participated as test subjects.

The results of career-minded female students are also considered significant because they are close to the results of the above-mentioned group of respondents. 88.0% of respondents acknowledged "the opportunity to work in a responsible team and with authoritative people" as the main motivation for career planning and organization. This category of respondents is due to the fact that the results of the level of personal development are usually known only among their teachers and people who know about this situation in advance (for example, parents), and the reputation among teachers (even close relatives) and the presence of prominent people placed a special responsibility on them. The reason is that, according to the principle of meritocracy, these people are equal members of society in terms of career advancement, but from a socio-psychological point of view, they know that they need special training when they are chosen as future leaders.

80.0 percent of students noted "comfortable conditions created for young people and women in the region" as a secondary motivation. These answers were usually more reflected in the answers of ANDU representatives. It is known that most of the girls studying at ASU are from the Andijan region,

¹ PhD., teacher of the General Psychology Department of Andijan State University



that is, since they are representatives of the local population, thanks to the comfortable conditions created in the region, people who knew each other in advance were able to plan their joint career based on the mentor-student principle. Unlike women who achieved a professional career, 78.0 percent of respondents in this category noted the motive of "benefiting people around and contributing to the development of the country" as a third-level reason. The reason for the selection can be recognized as the focus of candidates in this category on the development of the adjacent territory and the Andijan region.

At this stage of the study, we interviewed respondents V.V. Sinyavsky and V.A. Developed by Fedoroshin, to the local environment V.M. We applied the method "Definition of communicative and organizational skills" (KOS-2), adapted by Karimova. The results of this method helped us to explain the qualities of women that determine socio-psychological institutions, the ability to establish business communication with people around them, the level of initiative. According to the analysis of indicators of communicative and organizational skills in women who have achieved a professional career, 12% of the subjects showed a very low level of communicative and 10% of organizational skills.

Among career-seeking female students, this figure was 1.4% and 1.4%, respectively. The low level of communication and/or organizational skills in only one of our subjects in the second category can be explained by "professional characteristics," which are usually oriented toward the planned type of professional career, i.e., scientific research. The reason is that each decision made in connection with scientific research is based on the choice of the majority, which reduces errors in the subject's work. It was found that 4 percent of women who have made a career have communication skills that are important in their professional activities, and 2 percent of respondents have below-average organizational skills.

This indicator, first of all, testifies to the strength of respondents' motivation to communicate in the context of activities in the chosen direction of their professional career and to a low level of emotional intelligence. Secondly, such a situation sharply reduces the level of time management compliance by respondents when organizing activities and complicates their communication with the manager and (or) employees. Thirdly, the results show that respondents demonstrate a low level of initiative in the planned direction of their professional career, which, in turn, leads to a lack of courage in women when making important management decisions.

Work in a leadership position to ensure the implementation of the tasks defined in the Decree of the President of the Republic of Uzbekistan dated January 19, 2022 No. PQ-92 "On measures to radically improve the system of work with young people in microdistricts." the formation of the "Youth Balance" by our girls, the necessary information about young people is entered into the electronic platforms "Youth Register" and "Youth Portal", and every quarter the country achieves high results in the effective implementation of youth policy in the neighborhood can be explained by the fact that the 100 most advanced leaders are awarded a one-time cash bonus equal to a monthly salary. Our research, conducted in the course of an empirical study of the socio-psychological determinants influencing the planning of the professional and service career of women in Uzbekistan, allowed us to draw the following conclusions from the chapter: It is very important to develop self-psychological competence, that is, self-control, by correcting selfish, egocentric attitudes.

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