

THE ROLE OF PSYCHOLOGY IN THE SCIENCE OF MANAGEMENT

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Annotation:

In the article, we can see that in modern management, psychological approaches, the recruitment of employees through psychology, psychological tests and graphology. Management psychology is a science that is formed and developed in the combination of two scientific sciences - management theory and psychology.

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The role of practical classes is invaluable in helping students gain a better understanding of their majors. It is in the practical classes that the student consolidates the theoretical knowledge acquired in the lectures. The role of management in the management of railway transport and in general management is very important. JSC "Uzbekistan Railways" is currently implementing corporate governance in the modern management process. Corporate governance serves to increase the personal efficiency of employees, the level of corporate governance. In order to motivate employees, it is possible to encourage their efficiency, increase productivity through a social-psychological approach. It is the social-psychological approach to management that ensures that the management of the enterprise has a vital and creative approach to employees. In today's world of management, we can see that recruitment is done through psychology, psychological testing and graphology. Psychological management tests in practice classes teach students several ways to control the human mind through the mind.

The Psychogeometry test alone provides information about the pros and cons of employees. The course of psychogeometry was developed in 1978 by Susan Dillenger to determine the social psychological readiness of employees.

When conducted among more than 1,000 employees, 80% of the diagnostic accuracy was achieved.

Dillenger has worked with employees of several well-known companies to date. [1]



Picture 1. Psychogeometric test figures

Carl Jung's teachings on mental types and ideas about the functional asymmetry of the cerebral hemispheres are called the theoretical foundations of the science that Susan Dellinger described as psychogeometry.

From them: (Figure 1) "It's me!" Choose one that you can say. Try to feel your shape. If you are facing serious challenges, choose the numbers that appeal to you in the first place.

Write his name under number 1. Now work on the remaining four forms in the order you want them (write their names under the appropriate numbers).

Thus, the most difficult stage is over. Whichever form you prioritize is your primary form or your subjective form. This allows you to identify your main, superior characters and behaviors.

The other four numbers are modulators that color the leading tone of your behavior. The last number indicates the shape of the person, and the interaction will be the biggest challenge for you. But no one is perfect for you. You can then describe it with a combination of two or even three shapes.

Brief psychological characteristics of the relevant personality forms:

Square

If your main figure is a square, then you are a hard worker. Diligence, the need to finish a job, perseverance, the ability to finish a job - these are the main qualities of a real square.

Patience, perseverance and style usually make the square a highly skilled professional in their field. The unsatisfactory need for information also helps. All the information in them is organized and placed on the shelves. The frame can provide the required information instantly. Therefore, squares, at least in their respective fields, are rightly called polymaths.

If you choose a square-line shape for yourself, then you belong to the "left brain" thinkers, that is, those who process data in a sequential format: They prefer to "count". They are very careful with details and love order. Their ideal is a planned, predictable life, and they don't like to change the course of events. They are constantly "ordering", organizing people and things around them.

All of these qualities help the field to be good professionals - technicians, administrators, but rarely good managers. Excessive adherence to details, the need to clarify information for decision-making, deprives the field of efficiency.

In addition, rationality, emotional dryness, and conservatism in the evaluation prevent the squares from communicating quickly with different people. In an amorphous state, squares are inefficient.

Triangle

This shape represents leadership, and many triangles feel their purpose. The most characteristic feature of a true triangle is the ability to focus on the main goal. They are energetic, strong individuals.

Triangles, like their cousins squares, are linear shapes and “left hemisphere” thinkers. They can analyze the situation quickly and deeply. However, unlike squares that focus on details, triangles focus on the basics.

Triangle is a very confident person who wants to be right in everything! The need to be right and to manage the situation, not only for himself, but also for others, if possible, makes the triangle ready for constant struggle and competition.

It's hard for triangles to admit their mistakes! We can say that they see what they want to see. They don't like to change their minds, they are usually firm.

The triangles are ambitious. If achieving the highest quality of work is an honor for the field, then the triangle strives for a high position, a high status, in other words, a career. Triangles are great managers. The main negative quality of triangles is strong egocentrism, self-awareness. On the way to the peak of their power, they do not pay much attention to ethics. Triangles do everything.

Rectangle

This number represents the state of transition and change. It is a temporary form of personality that can be "worn" by four other relatively stable figures at certain stages of life. These are people who are dissatisfied with their current lifestyle and are therefore busy looking for a better position. The reasons for the "rectangles" can be very different, but they have one thing in common - the importance of change.

The main mood of the rectangles is a certain amount of confusion, confusion and insecurity. The most characteristic features are the inconsistency and unpredictability of actions during the transition period. They usually have low self-esteem. They are trying to be better at something, they are looking for new ways of working, new ways of life.

The rapid, abrupt, and unpredictable changes in the rectangle's behavior can confuse other people. Rectangles, on the other hand, need to communicate with other people, and that's another challenge of transition. But there are also positive qualities in the rectangle that attract others: curiosity, curiosity, curiosity and courage in everything that happens! They are open to new ideas, values, ways of thinking and life, they learn everything easily. The downside, of course, is overconfidence. So it's easy to work with rectangles. A rectangle is just a scene, a temporary shape.

Doira

The circle is a mythological symbol of harmony. Those who choose it with confidence are, first and foremost, sincerely interested in good interpersonal relationships. The highest value for the circle is these people. The circle is the best of the five shapes. It often serves as a "glue" that unites both the work community and the family. Circles are the best communicators because of their ability to listen to the interlocutor. They are very sensitive and empathetic.

Circles read people perfectly. Circles are "rooted" for their team and are popular with their co-workers. But they are also weak managers and business leaders. First, circles think about more people than business. In an effort to keep the peace, they sometimes avoid taking a "firm" position and making unpopular decisions. There is nothing more difficult for a circle than to engage in interpersonal conflict. They try to avoid it in any case. Sometimes it hurts. Second, circles are indistinguishable, they often fail to present themselves properly. However, circles are less concerned about who is holding power. In one, circles show enviable determination when it comes to issues of morality or injustice.

The circle is a non-linear shape, close to the "right brain" thinkers, in which images, intuition, and emotion predominate. Therefore, the processing of information by the circle is not a sequential, but a mosaic of success. This does not mean that the circles do not make sense. Simply, formalism is not their priority. The main feature of their thinking is the focus on the subjective factors of the problem (values,

values, emotions, etc.) and the desire to find something in common, even from the opposite point of view. We can say that they are innate psychologists.

Zigzag

This geometric figure is creative if it is the most unique of the five figures and the only open figure. If you have chosen zigzag as the main form, then you are a real "right brain" thinker, you think differently. Even more than a circle, you stand out with your image, your intuition, your integrity, your mosaicism. Strict, consistent discounts are not your style. The idea of a zigzag makes hopeless jumps from "a" to "I", so many "left hemisphere" people find it difficult to understand zigzags.

Zigzags usually have a well-developed aesthetic sense. zigzag's main way of thinking is often synthetic. in contrast to the circle, zigzags show no interest in consensus at all and seek synthesis not by privilege but by intensifying the conflict of ideas and creating a new concept in which this conflict is resolved.

Zigzags cannot work in well-structured situations. They are disturbed by clear vertical and horizontal connections, tightly defined obligations, and constant work patterns. In their work, they demand independence from others and a high level of motivation in the workplace. Then the zigzag "comes back to life" and begins to realize its main goal - the production of new ideas.

Zigzags are idealists, so they are characterized by impracticality and simplicity. Zigzag is the most exciting of the five shapes. They express themselves in an unusual way, which, along with their eccentricity, often prevents them from putting their ideas into practice. In addition, they are not strong enough to work out the exact details and are not very determined to get the job done (because with the loss of novelty, interest in the idea also disappears).

The word "graphology" comes from the Greek word "grafo" for writing and "logos" for the science of writing. The word first appears in the writings of Abbot Mishan in 1871, and he is the author of many works in the field of graphology. As a scientist, the Italian psychologist Lombrozzo published his first book in 1899. It seems that a person's character can be determined by his writing. Determining the character of employees through graphology has 70% accuracy. Based on the application of the hired employee, it is possible to find out the information about him / her and on this basis to make a decision on whether or not to hire him / her. Graphology is first and foremost about revealing the connection between writing and personality - revealing the most common inner qualities of a person. [2]

Signature: It is possible to determine a person's character even by looking at the signature, but some elements of the signature become shorter with age as you sign. This is to ensure that the record is properly analyzed in relation to the signature. The larger the signature size, the wider the scope of thinking; at least one word. Long signatures are sometimes selective. A short signature is quick to grasp the essence of a sentence, and flies in people who don't like monotony, in people who are round, gentle, and calm. It is generous and spends money when the space between the letters is large, otherwise it is economical when the letters are dense and small. [3]

Psychology first and foremost requires self-control. Being able to apply spiritual control to any manager can lead to efficiency in the workplace. A good leader always takes care of his employees and creates conditions for productive work without emotional shocks. Supporting employees in times of depression requires a great deal of experience on the part of the manager. If a manager with certain knowledge and skills in the field of psychology is attentive to a depressed employee, a manager with a misunderstanding can be detrimental to the employee's health.

Many experts believe that it is important to create a goal-oriented motivation in the workplace.

The psychogeometric test was performed on 18 managers and 34 employees with an accuracy of 80%. Graphology is about 65-70% accurate.

For these reasons, it is necessary to improve the skills of professors and teachers of psychology in the

field of management. This, in turn, will ensure that students become better managers in the future.

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