

COLLECTION

Innovation, integration and modern
problems in the scientific activities of young
researchers and students: theory and
practice

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Innovation, integration and modern problems in the scientific activities of young
researchers and students: theory and practice collection of materials of the
international scientific and practical conference on the topic

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In the collection of materials of the conference, the role and role of Science, Education and production in the era of globalization, the pressing problems of the issues of interaction of these processes, feedback on their solutions were presented by mature specialists of the field.

In addition, research on the scientific and practical topic, carried out in the economics, Exact Sciences, Natural Sciences and socio-humanities during the globalization period, information is presented in the scientific and practical fields, which includes the latest innovative technologies in the fields of production.

It can be argued that this collection is one of the specific intersections of current thoughts and innovative ideas of the world of science. This scientific and practical conference was actively attended by professors and scientific researchers engaged in scientific research in Uzbekistan and foreign countries. In increasing the position of the scientific and practical conference, the professors and teachers of domestic and foreign higher educational institutions made a significant contribution.

Professors and teachers of foreign higher educational institutions who actively participated in the work of the conference made a worthy contribution to the high level of interaction with scientists of our country. The processes of international cooperation with foreign countries and exchange with them in the field of Science in the era of globalization have a positive effect on the development of Higher Education, the fields of Science and production. The materials of this conference are special in that they include a wide range of research, from theoretical developments to practical solutions, demonstrating the diversity of approaches and directions in this area.

In conclusion, it should be noted that this scientific and practical conference will be a very useful collection for everyone who is interested in modern research in the fields of further development of Higher Education, Science, Education and production in the era of globalization. The authors are responsible for the content and quality of the articles and abstracts included in the collection.

JAMOANI BOSHQARISH USULLARI

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Annotatsiya: Mazkur maqolada jamoani boshqarishning asosiy usullari, ularning ijtimoiy-psixologik xususiyatlari hamda zamonaviy tashkilotlarda samarali boshqaruvni ta‘minlash omillari tahlil qilinadi. Shuningdek, boshqaruv uslublarining jamoa samaradorligiga ta‘siri yoritilib, amaliy tavsiyalar beriladi.

Kalit so‘zlar: Jamoa, boshqaruv usullari, liderlik, motivatsiya, kommunikatsiya, konflikt, psixologik muhit, samaradorlik.

Jamoani boshqarish zamonaviy tashkilotlar faoliyatining ajralmas va muhim tarkibiy qismi hisoblanadi. **Jamoani boshqarish** – bu jamoa a‘zolarining faoliyatini muvofiqlashtirish, ularni umumiy maqsad sari yo‘naltirish va samarali natijalarga erishishni ta‘minlash jarayonidir. Bu jarayonda rahbar nafaqat tashkilotchi, balki lider, psixolog va motivator sifatida ham namoyon bo‘ladi. Jamoa samaradorligi nafaqat uning a‘zolari bilim va ko‘nikmalariga, balki boshqaruv usullarining to‘g‘ri tanlanishi va qo‘llanilishiga ham bevosita bog‘liqdir. Tadqiqotlar shuni ko‘rsatadiki, samarali boshqaruv uslublari jamoada sog‘lom ijtimoiy-psixologik muhitni shakllantiradi, xodimlarning motivatsiyasini oshiradi hamda umumiy maqsadlarga erishishni tezlashtiradi.

Jamoani boshqarishda asosiy uchta uslub – avtoritar, demokratik va liberal yondashuvlar ajratib ko‘rsatiladi.

Avtoritar uslub tezkor qaror qabul qilish imkonini beradi. Bu usulda barcha qarorlar rahbar tomonidan qabul qilinadi. Intizom yuqori darajada bo‘ladi, lekin jamoa a‘zolarining tashabbuskorligi cheklanadi.

Demokratik uslub esa aksincha, jamoa a‘zolarining fikrini inobatga olib, ularning faol ishtirokini ta‘minlaydi. Bu usulda rahbar jamoa a‘zolarining fikrini inobatga oladi, qarorlar birgalikda qabul qilinadi va natijada yuqori darajadagi qoniqish va sodiqlikni yuzaga keltiradi.

Liberal uslub esa erkinlikni ta‘minlasa-da, bu usulda rahbar aralashuvi minimal bo‘ladi, jamoa a‘zolariga katta erkinlik beriladi. Yetarli nazorat bo‘lmaganda tartibsizlik va mas‘uliyatsizlikka olib kelishi ehtimoli mavjud.

Zamonaviy boshqaruv nazariyalarida situatsion yondashuv alohida ahamiyat kasb etadi. Bu yondashuvga ko‘ra, rahbar jamoaning rivojlanish darajasi, vazifa murakkabligi va tashqi sharoitlarni hisobga olgan holda boshqaruv uslubini moslashtirishi zarur. Shuningdek, transformatsion liderlik ham jamoani samarali

boshqarishda muhim omil sifatida qaraladi. Bunda rahbar jamoani ilhomlantirish, umumiy qadriyatlarni shakllantirish va shaxsiy namuna ko'rsatish orqali yuqori natijalarga erishadi.

Jamoani boshqarishda kommunikatsiya, empatiya va motivatsiya alohida o'rin tutadi. Ochiq va samarali muloqot jamoa ichidagi tushunmovchiliklarni kamaytiradi, ishonchni mustahkamlaydi va hamkorlikni rivojlantiradi. Empatik yondashuv esa har bir a'zoning individual xususiyatlarini inobatga olish imkonini beradi. Motivatsiya tizimining to'g'ri yo'lga qo'yilishi esa xodimlarning ichki va tashqi rag'batlarini uyg'unlashtirish orqali ularning samaradorligini oshiradi.

Shuningdek, jamoani boshqarishda konfliktlarni boshqarish muhim vazifa hisoblanadi. Konfliktlar to'g'ri boshqarilganda ular rivojlanish va yangiliklar manbai bo'lishi mumkin. Buning uchun rahbar konstruktiv yondashuvni tanlab, muammoni hal etishda barcha tomonlarning manfaatlarini hisobga olishi zarur.

Xulosa qilib aytganda, jamoani samarali boshqarish kompleks yondashuvni talab etadi. Har bir rahbar vaziyatga mos boshqaruv uslubini tanlashi, jamoa a'zolari bilan samarali muloqot o'rnatishi, ularni rag'batlantirishi va sog'lom psixologik muhit yaratishga intilishi lozim. Aynan shundagina jamoa yuqori natijalarga erishib, tashkilot muvaffaqiyatiga munosib hissa qo'sha oladi.

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