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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.

SHAXSLARARO NIZOLARNI KELITIRIB CHIQRUVCHI SABABLAR VA UNING PROFILAKTIKASI

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Annotatsiya: Shaxslararo nizolar insonning har qanday ijtimoiy muhitida (oilalar, mehnat jamoasi, ta‘lim muassasasi, jamiyat) muqarrar hodisa hisoblanadi. Ushbu maqola shaxslararo nizolarning asosiy sabablarini tizimli ravishda tahlil qiladi. Nazariyalarga ko‘ra, nizolar vazifaviy va munosabatli turlarga bo‘linadi. Psixologik, kommunikativ, resurslar, hokimiyat va madaniy omillar nizolarning asosiy manbalari sifatida ko‘rib chiqiladi. Maqola Morton Deutsch, Thomas-Kilmann, John Gottman va boshqa mualliflarning nazariyalariga asoslanadi. Olingan natijalar nizolarning konstruktiv boshqarilishi uchun amaliy tavsiyalar beradi.

Kalit so‘zlar: shaxslararo nizo, vazifaviy nizo, munosabatli nizo, kommunikatsiya to‘siqlari, resurslar tanqisligi, hokimiyat kurashi, psixologik omillar.

Kirish. Shaxslararo nizo — ikki va undan ortiq o‘zaro bog‘liq tomonlarning maqsadlari, qadriyatlar, manfaatlari yoki resurslari o‘rtasidagi noqulaylik hisoblanadi. Nizolar har doim ham salbiy hodisa emas: ular o‘zgarish, innovatsiya va o‘zaro tushunishning manbai bo‘lishi mumkin. Biroq, konstruktiv bo‘lmagan nizolar stress, depressiya, ish samaradorligining pasayishi va hatto oilaviy ajralishlarga olib keladi.

Asosiy qism. Shaxslararo nizolarning o‘rganilishi psixologiyaning ijtimoiy, klinik va organizasion yo‘nalishlarida keng o‘rin egallaydi. Morton Deutsch nizoni “o‘zaro bog‘liq tomonlarning noqulay maqsadlari” sifatida ta‘riflaydi va uni konstruktiv hamda destruktiv turlarga ajratadi. Karen Jehn nizolarni ikki asosiy turga bo‘ladi:

- Vazifaviy nizo — ish jarayoni, qarorlar va vazifalar haqidagi fikrlar farqi.
- Munosabatli nizo — shaxsiy his-tuyg‘ular, hurmatsizlik va emosional ziddiyatlar.

Munosabatli nizolar ko‘proq zarar keltiradi va vazifaviy nizolarga aylanib ketishi mumkin. Thomas-Kilmann nizolarni beshta uslubda o‘rganadi.

John Gottman (1990–2020) oilaviy nizolarni o‘rganib, “to‘rt otlik” modelini ishlab chiqdi. Uning tadqiqotlariga ko‘ra, 69% nizolar “doimiy muammolar” bo‘lib, ular qadriyatlar va orzular farqidan kelib chiqadi. Conservation of Resources (COR) nazariyasi nizolarni resurslar yo‘qotish spirali sifatida tushuntiradi: bir nizo ikkinchisini kuchaytiradi va stressga olib keladi.

Ilmiy adabiyotlarga ko‘ra, sabablarni quyidagi guruhlarga ajratish mumkin:

1. Psixologik va shaxsiy omillar
 - Shaxslarning temperament, xarakter va qadriyatlar farqi (Ayzenk, Jung nazariyalari).
 - Emosional intellektning past darajasi va salbiy atribusiyalar (boshqaning harakatini salbiy talqin qilish)
 - O‘tmish travmalari va “triggerlar” bolalikdagi his-tuyg‘ular hozirgi nizoda qayta jonlanadi.
2. Kommunikativ to‘siqlar
 - Noto‘g‘ri kommunikatsiya, tushunmovchilik va “harsh start” — tanqid yoki ayblashdan boshlangan suhbat
 - Aktiv tinglamaslik va “to‘rt otlik”ning namoyon bo‘lishi.
3. Resurslar va manfaatlar tanqisligi
 - Material resurslar (pul, vaqt, ish o‘rni) uchun kurash.
 - Maqsadlar va ustuvorliklarning o‘zaro ziddiyati.
4. Hokimiyat va status kurashi
 - Hokimiyatning tengsiz taqsimlanishi, rahbar-qo‘l ostidagilar munosabatlari.
 - Status konflikti.
5. Ijtimoiy-madaniy va tashkiliy omillar
 - Madaniyat, jins va ijtimoiy status farqlari.
 - Tashkiliy muhitdagi yomon boshqaruv, rollar noaniqligi va sog‘lomsiz raqobat.

- Oilaviy nizolarda — qadriyatlar, tarbiya va rollar ziddiyati (o‘zbek ilmiy manbalarida ham ko‘p uchraydi). Nizolarning sabablarini aniqlash ularning oldini olish va konstruktiv hal qilishning kalitidir. Kommunikatsiya ko‘nikmalarini rivojlantirish (aktiv tinglash, “men” xabarlar), Emosional intellektni oshirish treninglari, Tashkilotlarda mediatsiya va konfliktologiya bo‘yicha o‘quvlar, Oila va maktablarda psixologiya xizmatlarini kuchaytirish.

Nizolarning konstruktiv yechimlari (Shaxslararo nizolarni konstruktiv hal qilish usullari) Konstruktiv yechim — bu nizoni faqat “tugatish” emas, balki tomonlarning manfaatlarini hisobga olgan holda, munosabatlarni saqlab va rivojlantirib hal qilishdir. Nizo konstruktiv bo‘lsa, u yangi g‘oyalar, o‘zaro tushunish va o‘rishga olib keladi.

Konstruktiv yechim uchun quyidagi shartlar muhim:

1. Emosional nazorat — avval tinchlaning (chunki emosiyalar hukmron bo‘lsa, aql ishlamaydi).
2. Adekvat idrok — o‘zingizni va boshqa tomonni ob‘yektiv baholang, “dushman obrazi”dan qutiling.
3. Ochiq va samarali kommunikatsiya — hurmat bilan gaplashing.
4. Ishonch va hamkorlik muhiti yarating.
5. Umumiy maqsad toping.

Amaliy 6–7 qadamli algoritim (Gottman, Thomas-Kilmann va boshqa manbalarga asoslangan):

1. Tinchlaning va vaqt tanlang — “hozir gaplashaylik” emas, balki ikkalangiz ham tayyor bo‘lganda.

2. “Men” xabarlaridan foydalaning — “Sen hamisha...” o‘rniga “Men o‘zimni shunday his qilyapman, chunki...”.

3. Aktiv tinglash — boshqa tomonni to‘xtatmasdan, tushunishga harakat qiling va qayta ayting: “To‘g‘ri tushundimmi, sen... demoqchisan?”.

4. Muammolarni aniqlashtiring — pozisiyalar emas, manfaatlar va ehtiyojlar haqida gaplashing.

5. Umumiy nuqtalarni toping va variantlar taklif qiling.

6. Kompromiss yoki hamkorlik yechimini ishlab chiqing.

7. Kelishuvni qayd eting va keyingi qadamlarni belgilang.

Bunda quyidagi Amaliy tavsiyalar va texnikalar ko‘rib chiqamiz:

- “Men” texnikasi: “Men xafa bo‘lyapman, chunki...”

- PRISN metodi (Osgud): bir tomon kichik ijobiy qadam qiladi, ikkinchisi javob beradi.

- Mediatsiya: uchinchi neytral tomon (psixolog, mediator) yordami.

- Emosional intellektni oshirish treninglari.

- Vaqt olish (Time-out): “Kel, 20 daqiqa tinchlanib, keyin davom ettiramiz”.

Xulosa. Nizolarning konstruktiv yechimi — bu ko‘nikma. Uni o‘rganish orqali munosabatlar mustahkamlanadi, ish samaradorligi oshadi va shaxsiy o‘shirish yuz beradi. Eng samarali yo‘l — hamkorlik va ochiq, hurmatli kommunikatsiya. Agar nizo kuchli bo‘lsa, professional psixolog yoki mediatorga murojaat qilish tavsiya etiladi.

Shaxslararo nizolarning kelib chiqishi ko‘p omillarga bog‘liq bo‘lib, ularning asosiy sabablari psixologik, kommunikativ va ijtimoiy-xo‘jalik jihatlarda mujassamlashgan. Vazifaviy nizolar konstruktiv bo‘lishi mumkin, ammo munosabatli nizolar salbiy spirallarga olib keladi. Ushbu sabablarni o‘z vaqtida aniqlab, hal qilish strategiyalarini qo‘llash orqali nizolarni ijobiy o‘zgarish manbaiga aylantirish mumkin. Kelajak tadqiqotlarda O‘zbekiston sharoitida empirik o‘rganish va intervensiyalarning samaradorligini baholash muhimdir.

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