



**SOCIO-PSYCHOLOGICAL FEATURES OF PERSONALITY FORMATION  
OF YOUNG LEADERS**

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**ABSTRACT**

This article provides opinions on the role and importance of young leaders in the life of our country. What is a coping strategy, who introduced it to the science and how it is useful for young leaders is explained.

**KEY WORDS**

Human resources, social psychology, emotion, personality, management psychology.

**Introduction**

In recent years, due to the increasing attention to the human factor, the interest in the issues of management psychology is also increasing. On this basis, a special branch of social psychology - management psychology - appeared. Management psychology is such a branch of psychology that it studies the problems related to management activities, the psychological mechanisms of effective organization of the activities of other groups by individuals and groups of individuals, and implementation of joint activities.

As we all know, our country is being updated day by day and is taking a leading place among the countries of the world in social, political, economic, and spiritual-educational terms. Thanks to our deep-rooted culture, New Uzbekistan has a strong potential and a well-deserved reputation on the world stage, and is becoming a prosperous and prosperous country in all respects. On the fundamental basis of such changes, the role of young leaders is of particular importance.

Management psychology interprets the relationship between the subject and the object of management during the implementation of management goals and tasks. According to experts, another group of tasks of management psychology is the formation of management methods, and this activity consists in developing the influence possibilities in order to ensure the effective operation of the organization. Acquiring positive content of the socio-psychological characteristics characteristic of managers is an achievement not only of leaders, but also of society. Today's demand is for leaders to have spiritual, cultured, skillful, potential, firm discipline and perfect will qualities. [1:13] Of course, it is very good to have the mentioned qualities. Being able to use them appropriately creates a basis for the result of team actions and the psychological environment of the team to become more positive. In turn, this situation is known in mutual relations, in the indicator of respect for the leader and in his authority. The authority of the leader is expressed in every action and activity, that the authority of the staff is a subject of stable will. It brings a sense of work in interpersonal relations, creates conditions for the

correct perception of a person by a person, forms an individual style, reputation is a factor of production efficiency from the department of spiritual wealth, a mechanism of a warm psychological environment. is considered the following requirements are imposed on a person's will:

- the embodiment of will power;
- striving for the goal and keeping pace with the hardships of management;
- initiative, independence, creativity;
- boldness, bravery, not giving in to floods;
- self-control, self-control; self-discipline, self-reliance, etc. [2:100,101]

These are the requirements that serve as the basis for the factor of subjective activity efficiency and the mechanism of a warm psychological environment, as defined. Why exactly one feature is considered as a mechanism of whole head activity? When the reason for this is understood from the activity, the sense of duty, responsibility, and self-confidence increases in harmony with the individual's will. Such qualities are manifested in different ways in different leaders. In the psychology of management, issues of bringing out and developing such qualities and approaches are applied. As mentioned, including psychological knowledge and condition as the main aspect among the influencing factors is beneficial for the management process and managers-employees. In its place, scientific justification is studied through socio-psychological methods in management psychology.

Management is one of the complex professions that requires not only theoretical, but also practical training in economic, social and psychological knowledge. In addition to having general, technical, economic, factoring and organizational skills, the leader must be able to express his image in a practical way in multifaceted situations and conditions by understanding all the facts. If the leader himself cannot set a personal example in the organization, he will not gain prestige among the team. A leader who does not know the art of management cannot ensure the results of the decisions made. Thus, the role and importance of the leadership style in the management activity is very great, and the production result, efficiency is determined by the knowledge and skills of the leader, management process technology, labor discipline and, above all, the style he uses. The management style of the leader affects the final result of the enterprise's activity through the function of production management. So, all these are considered to be the only mechanism for managing the organization's activities.

When the coping strategy and its methods are distinguished from the defense mechanisms, a constructive active necessity is assumed and an attempt is made to avoid unpleasantness through the situation. In psychology, there is a subject of coping, which, in a special research area, in the study of the emotional mechanism and rational regulation in a person, realizes the reconstruction of life situations in accordance with his goals according to his target optimal behavior. A person's coping behaviour in stressful situations is to a certain extent important for the response reaction in stressful situations. Especially in the period of adolescence, it is necessary to take a serious look at this process. Taking this into account, it was intended to empirically study social psychological factors related to the correlation between coping behaviour and response in stressful situations in adolescents and analyze its results based on conditionally accepted criteria. Research methods were selected for the implementation of this task.

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