



**PSYCHOLOGICAL CRITERIA OF FORMATION OF
PSYCHOLOGICAL PORTRAIT IN TRAINING PERSONNEL FOR THE
INNOVATION MANAGEMENT PROCESS.**

Dilnozakhon Sultanbekovna Abdullajanova

Associate professor of "Educational-psychological provision of service activities" department, The University of Public Security of the Republic of Uzbekistan, Doctor of Philosophy (PhD) in Psychology, Associate professor

E-mail: dnekbaeva@inbox.ru. Tel.: (+998-90) 933-70-62

Abstract: *This article discusses the problems, importance and relevance of personnel formation in environmental and economic management. The criteria for the formation of personnel in this direction in Uzbekistan will be revealed, that is, the emotional and psychological characteristics of such female cadres. The training program reveals the influence of communicative, organizational characteristics on women's activity and trends in the growth of management style, broken down by types of leadership in the ecological and economic direction. The study showed that women can use effective communication methods to listen to the team, enter into inter-organizational relationships and fulfill agreements on land resources, environmental and economic issues. A clear classification of the goals and personal style of women's leadership types in the activities of the land economy, the degree of mutual development of communicative and organizational skills in environmental and economic activities is shown.*

Key words: *psychological portrait environmental economics activities, natural resource management, effective communication methods, organizational characteristics, personnel preparation.*

Methodology

It is known that each team, a member of the organization is a personnel of one or another level, it is important to pay special attention to the socio-psychological



characteristics in the assessment of personnel performance, its selection for training. The individual and psychoemotional characteristics of women included in the personnel reserve form a holistic set of effective orientation to maintain their activity in each area.

At the same time, psycho-emotional feature, which is unique to women in the selection of staff, including mental stability, is an important factor in achieving success and high productivity in the field, and activity is evident in high professionalism.

Mental retardation also serves to ensure that women's intellectual, emotional, volitional, personal-professional aspects are compatible in management. It is also the clear manifestation of all the mental components of a person in accordance with the external environment in certain situations and conditions. Mental retardation is also characterized by determining the maximum effect of success in the field. [1;3]

Team motivation. It is an opportunity to motivate for professional development as well as career growth. In particular, working with the personnel reserve provides an opportunity to improve the skills of staff, master the knowledge of experienced specialists in retraining, conduct consultations to increase the confidence of young professionals.

Issue of Diagnostics. This expands the opportunity to discover new talents and identify employees who are prone to inadequate self-assessment.

"Time management" in retraining. This creates the confidence to find new staff and reduce the time spent with management in their mutual adaptation processes.

Clear goal setting, time planning, forecasting, strategy setting, independent decision making, and the formation of communicative skills serve to increase the effectiveness of management activity. Dominance in activity, stress tolerance, self-control, emotional stability are important personal characteristics of the subject.

Results and Discussion

Our research shows that when led by an "innovator" type leader, the opportunity to create a new, liberal-democratic environment in the organization expands not only in the use of modern information technology, but also in



communication with the team in the implementation of active management, communication, guidance, discipline, management of cooperation meetings, implementation of various agreements. Consequently, the uniqueness of the type of innovator is that working on the basis of a free creative approach with innovative ideas is becoming a unique style of modern women today.

It was found that the tendency of the type of “innovator” leader staff to develop has increased by 99.9% confidence in the aspiration ($W(z) = 2.11; p < 0.05$).

This is due to the fact that active participation in management means that women have a high level of experience in introducing discipline to the community, organizing the system, finding new, innovative ways to establish communication in relationships.

The socio-psychological characteristics of women are multifaceted, and an important resource for the development of society is the active application of the institute of selection and placement of personnel, orientation, increasing the effectiveness of their potential, the formation of women personnel.

In particular, another distinctive feature in women is related to their high emotionality and age. Strong emotionality is not a negative trait in women. Indeed, when mental stability is formed in women against frustration, the possibility of neutralizing the effects of negative factors expands.

Focusing on immanent quality traits is also important in the success of women in management. Taking into account women's intuition, stress tolerance, and emotional stability should be recognized as positive traits.

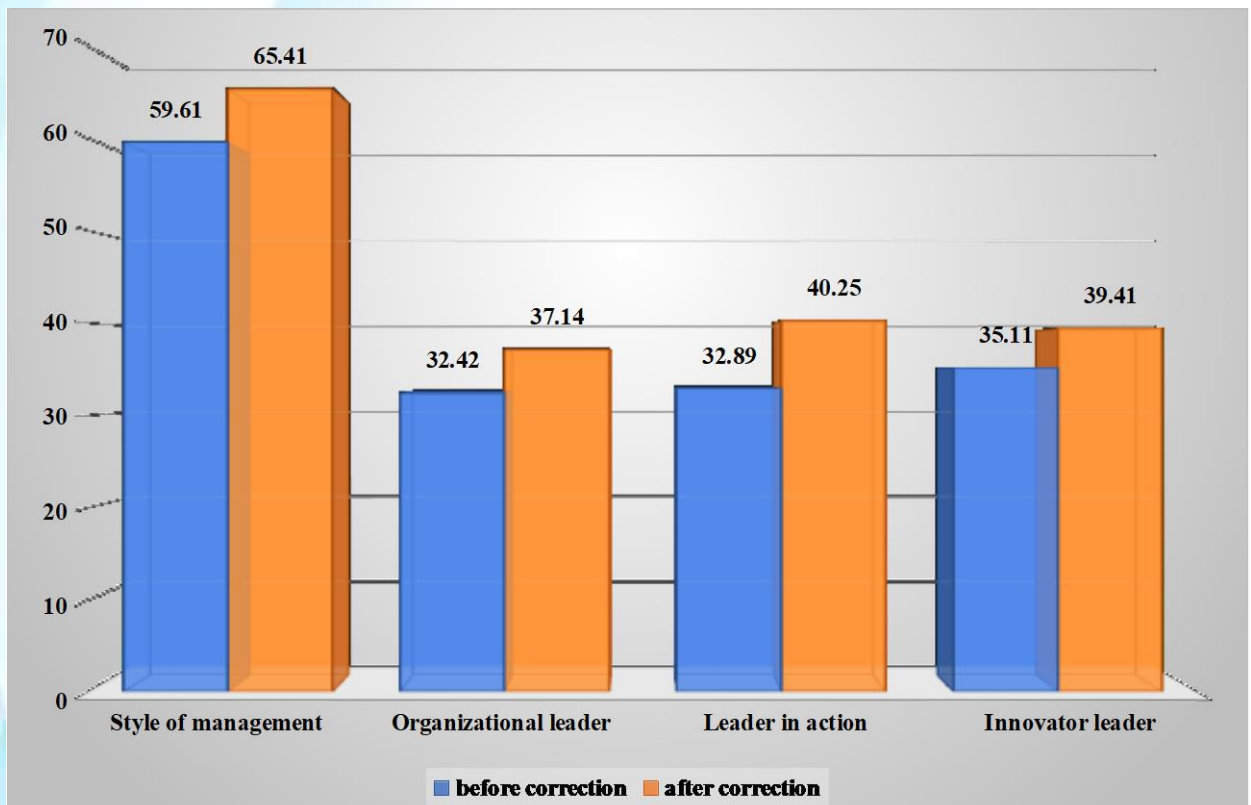


Figure 1. Diagram of the manifestation of women's activity by types of leadership. (post-training cases)

In particular, when recommending candidates for management positions, having clear information about the socio-psychological and emotional characteristics and abilities of women included in the reserve increases the reliability of their activities, planning and expectation of a positive result.

Experience shows that everyone occupies several positions in social life. Each position requires an individual to exercise certain rights and duties, and this determines his or her position in society. After all, a person can have several positions at the same time. The exact status of a person in society is determined by his level of activity.

While the formation of the personnel reserve serves as an important basis for the promotion of a candidate, it is necessary to use various methods to determine the suitability of the staff for the profession, position.

Improving the quality of production, the formation of a reserve of leading personnel, the selection and placement of appropriate personnel for the social and economic management of society is one of the most pressing issues today.



In fact, the purpose of applying the institute of human resource formation is to eliminate the problem of staff shortages in organizations, in particular, to prevent the emergence of artificial gaps.

The main criteria for the formation of human resources are as follows:

- to have higher professional education;
- to have some experience in management activities;
- to have organizational, business and personal qualities;
- to have motivation for a creative approach to innovative activities;
- to have the ability to analyze data and documents;
- it is important to keep in mind that they have the ability to make informed decisions and achieve them;
- taking into account the specific qualities of socio-psychological maturity and, of course, the willingness of the employee to be included in the staff reserve.

The effect of inclusion in the personnel reserve is seen in the development of personal agility, endurance, responsibility, testing, independent decision-making.

First of all, conditions must be created for women to demonstrate their potential as cadres. This is done by adding them to the reserve, allowing, supporting them, shaping their experience, skills, abilities.[4]

Discussion

Taking into account the level of communication and empathy in working with the public, directly communicating with the middle, socially vulnerable segments of the population, listening, establishing a positive attitude depends on the development of communication skills in women.

The activity of management activities depends on the correct formation of experience, skills and abilities, which play an important role in the successful implementation of women's adaptation to changing situations.

The level of development of organizational and communicative skills in women is preferred in management activity. This is explained by the importance of the role of organization in demonstrating a desire to be a leader, in team management, in communicating with employees, in systematizing activities, in planning.



In our study, the training program aimed at preparing women for innovative leadership activities resulted that communication abilities ($W(z) = 1.12$; $p < 0.05$) and listening to others ($W(z) = 1.18$; $p < 0, 05$) abilities were found to have increased at a confidence level of 99.9% in post-correction. Organizational and communicative skills have been analyzed as a factor in shaping women leadership types in management. Organizational ability ($W(z) = 4.14$; $p < 0.001$) indicates an increase in confidence of 99.9%.

This is explained by the fact that women can become not only an active participant in improving the socio-psychological environment, especially in the coordination of family, ethnic relations, overcoming the consequences of political, economic problems, but also a major force in solving social problems.

In the management of women's activism, communicative ability, ie the ability to actively communicate, plays an important role in the realization of needs, desires and aspirations, the achievement of goals. Communicative attitude is also important in understanding the situation in the community, in improving the internal environment, and in solving the problems that concern them.

In particular, communicative ability serves as an important factor in the correct assessment of different situations in the community in women's activism. After all, women's communicative ability plays a key role in the tactical resolution of conflict situations, in the diplomatic approach to agreements.

Communicative ability allows for the establishment of a clear, concrete relationship between organizations, in particular, to reach positive agreements, to pay attention to every detail of communication, and this is often the case for women.

In our study, we found an increase in communicative ability in women ($W(z) = 3.28$; $p < 0.001$) at a confidence level of 99.9%. In management, women can use effective methods of communication in listening to the team, in inter-organizational relations, in the implementation of agreements. Another important aspect is the tactical approach to pay attention to the appearance of employees, develop public speaking, achieve communication effectiveness. [4]

Conclusions



The growth effectiveness of women's participation in management is determined by their organizational skills in women, as well as their direct relevance to the type of “organizational” leader. According to the results of our study, the specificity of the type of “organizational” leader in women in management after correction ($W(z) = 2.11; p < 0.05$) was found to be 99.9% confidence level.

The reason is that women, who are typical of the “organizational” type of leader, take advantage of every situation and opportunity, carry out activities in management in a planned and timely manner. In addition, women in the “organizational” type of leader take into account social, political and economic factors in promoting their activities to the public and influencing the community. She connects her activities more with the public, takes a creative approach to the situation and thereby seeks ways to achieve the intended goal, creating the opportunity himself. The specificity of this type of women is explained by the specificity of the systematization of their activities, behavior, time allocation, planning and time management, orderly activities in relation to others.

This is because women's self-awareness, capacity and willpower in management are associated with active participation. The influence of the external environment and internal motivation is important in the manifestation of activity in management.

The strength of communicative abilities in women with an innovative type of leadership suggests that goal achievement is significantly higher due to a creative approach to organization. Innovative activism means being able to apply innovations in practice with a fresh look and unwavering acceptance.

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