



State of Leadership in Women's Psychology

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Abstract: *Theoretical analysis of the state and concepts of the study of social and psychological characteristics of the female leader by foreign scholars.*

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Since our study is directly devoted to the study of the personality traits of women leaders, the individual psychological characteristics of women leaders, we found it necessary to briefly review the state of the study of women's issues in psychological and social psychology research.

The uniqueness of a woman's personality is an objective fact. The biological nature of a woman, her maternal functions, character, and feminine qualities in her activities all determine the characteristics of her future development. In social activities, men have never been viewed from a gender perspective, and in theoretical and practical science, all work produced by a man is considered to be the unquestionable universal norm. But some scientists say that's not the case. For example, K. Gunchi argues that men and women are two independent groups, even though they are women, and that the competition, different attitudes, and views between groups justify themselves because they have different social positions, calculates. He argues that men are a high-ranking group in which knowledge is the key to economic success, while in low-ranking women, qualities such as human kindness and gentleness should always be valued in sexual terms. This means that women do not have the qualities that men have, and vice versa.

Studies in the field of social similarity have done little to study the biological, morphological specificity of objective determinants and the role of gender characteristics inherited from birth. In our view, gender stereotypes also play an important role in the interaction between both men and women in the family and in society as a whole, as well as innate biological physical traits that arise from the fact that each person belongs to one or another gender.

Reflecting on the specificity and complexity of gender relations, we believe that this problem is interdisciplinary, in which the dynamics of development of social sexual roles, ethnocultural features should be taken into account. Because sex is only in the family, between adults. in relationships, but also in society as a whole. These issues need to be explored in each context, taking into account the ethnicity, developmental background, and gender specificity of the individual.

Gender differences are determined by human phylogenetic development and the influence of biological factors. Because in addition to the differences in cells between men and women, there are also differences in hormonal activity, resulting in morphological differences between the sexes. Hence, the division of social labor is one of the sociogenetic causes of gender differences. This

situation, through various management and normative methods in our society, gives rise to norms, traditions, customs, habits, fashion, upbringing, the specific division of functions of both sexes in the society and the group, and the form of relations between the sexes. . These differences are most pronounced in the two areas of production and family life. The first was not approached by women for a long time because her place was limited by the family.

There is a saying in French - "shershe lya fam", which means "look for a woman". At the heart of this wisdom is the philosophy that more women should be blamed for what is happening. Indeed, since the days of matriarchy, women have influenced human history in many ways, including princesses, queens, statesmen, politicians, artists, and mistresses. There are many women who have played a role in the development of human society. For example, Tomaris, the ruler of the Massagets, Zinovia, the ruler of the ancient Palmyra, Izzabella, the Queen of Spain, and Tamara, the Queen of Armenia, were the leading political rulers of their time. Although such women rulers, scholars, and sages are few and far between in the West, they can be found in the East. Here are some of them:

One of our great women is Gavkharshodbegim / 1379-1457 /. According to historical sources, Gavkharshodbegim was a woman of high intelligence, intelligence, entrepreneurship, eloquence, eloquence and determination. He is a religious fanatic by nature

Shahrukh Mirza spent a lot of time praying and reading books. The kingdom was headed by Gavkharshodbegim, a clerk and entrepreneur. After the death of Amir Temur, this clever woman gradually took over the affairs of the kingdom. After all, Shahrukh Mirza himself recognized the wisdom of his wife Gavkharshodbegim, and felt the need for wise and prudent advice in governing the kingdom. Therefore, many of the affairs of the kingdom were brought to the attention of the queen. The queen was in charge of appointing governors, commanding the army, and even punishing whom. Naturally patriotic, educated and intelligent, Gavkharshodbegim always cared for the development of the country. Cultural and educational life was at the forefront of his program.

To date, a lot of research has focused on the study of the role of women in society and the family, a number of social sciences: demographers, educators, philosophers, sociologists, historians, psychologists. In studying this problem, scientists:

A. G. Kharchev, Bestujev - Lada, Y. B. Ryurikov; B. U. Ozlanis; Y Y. Soloveva; V. A. Sisenko; The work of I. S. Kon, E. Chugunova and others is noteworthy.

Problems of women's employment and labor efficiency Economists: T. A. Mashina, Y M. Shishkin, Y.I. Tatarinova, Y I. Kungurova, M.G. Learned by Sergeyevas.

The change in a woman's social status is comprehensively addressed by Z.A. Yankova, V. S. Yazikova, E. V. Novikova, E. K. Vasileva, S. I. Golod and others. Works on the topic of women leaders were conducted by Y. I. Komarov, E. S. Chugunova, Y. Y. Obozov. According to YI Komarov, "female and male leaders have advantages over each other. Women leaders also have leadership skills, but we need to create the conditions and opportunities to use them. "

Thus, the historical development of the productive forces required women to participate directly in social labor, and now they are more active than men in this process, sharing their place in the family with men. This historical and evolutionary development has not changed the psyche of men and women. As Beijing noted in 1995 at the 4th World Conference on the Status of Women, one of the most important issues is gender inequality in the participation of public organizations and political bodies. The traditional way of working in many political parties and NGOs still hinders women's participation in society.

As noted in the report prepared for the above-mentioned conference, "Equality plays a fundamental role in political decision-making, without which the real calculation of the factor of equality in the formation of public policy is unlikely." Restrictive, discriminatory approaches and practices that

limit women's right to run for office, family and child care responsibilities, and the possibility of incurring significant public expenditures are likely to prevent this.

A number of sociologists have noted that when a family service is carried out in conjunction with public work, a woman experiences personal frustration (a mental state that disrupts consciousness and activity), complicating her relationship with the outside world. Among the reasons for this are the diversity of perceptions of the role of women in society, and the influence of traditional partisan views that "the role of the weak is to devote themselves fully to the family." The contradiction in the process of emancipation (women's freedom) is especially acute at the level of public consciousness. There are a number of problems in determining the role of women in society, their rights and responsibilities, claims and opportunities, what are the requirements for women today, how the principle of gender equality is implemented in practice, and many other issues. awaiting a solution. Research by women scholars has highlighted acute social problems such as "discrimination", "old views on the status of women", "male chauvinism", "traditionalism", and "incompatibility of social stereotypes". determines its place in modern society. Such an attitude towards a woman allows her to form sluggishness and helplessness. Particularly in gender relations, especially in the political environment, the competitive model, characterized by the level of discrimination faced by women, prevails. Full access to women's social opportunities is a prerequisite for a change in gender relations.

Thus, the study of socio-psychological differences between men and women, the problems associated with changes in women's status is of both theoretical and practical importance, because the role of women in all spheres of social life and a comprehensive scientific analysis of self It is impossible to understand the basic processes in society, such as changes in the social system, a new image of the individual, changes in socio-spiritual relations. This makes it necessary to conduct consistent research in this area.

Adding to Y.B.Ryurikov's opinion that our social sciences "today's social relations on the basis of gender differences have not continued the tradition of strategic approaches and research", we can say that at least such research and conclusions are more Russian and foreign. seen in the symbolism of countries. Thus, the analysis of the above literature shows that scientific research on management, leadership and its problems has been extensively and comprehensively studied by foreign and Russian scholars. In general, a large number of scientists around the world dedicate their research to this issue. The information and evidence presented in them are undoubtedly of great scientific and public importance.

Because leadership research is so diverse, we have analyzed only a small part of it, along with general problems, including the role of the leader in the team, the individual psychological characteristics of the leader, and sexuality. Our goal is to increase the value of the spiritual values that world science has accumulated in this area. Evaluating the scientific achievements of foreign authors and Russian scientists around the world, we would like to emphasize that this evidence does not fully apply to the specifics of the government of Central Asia, especially Uzbekistan. We draw attention to the fact that in these cases, there are almost no conclusions and recommendations based on national identity. However, it is known that national territories have their own traditions, customs, rituals, national values, which are manifested primarily in the field of governance.

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