AN IMPROVED METHOD OF SOLVING THE STUDIED PROBLEMS OF AN ORGANIZATION THROUGH MANAGEMENT PSYCHOLOGY

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Abstract

Administrative psychology is a branch of psychological science that studies psychological patterns in managerial work. It is structure, features and uniqueness, ways of using psychological features to solve various management tasks. Every day the leader faces various cases, tasks and problems. It is not difficult to get caught in this spiral, as you know, difficulties often await at the most inopportune moment, and one must constantly be ready to solve them. In this paper, an improved method of solving the studied problems of an organization was discussed through management psychology. It is worth noting that there is absolutely no system in the event and unexpected situations, however, if you set a goal, you can create a mechanism of actions for the case if something goes wrong. Presumably, it means drawing up a work plan, keeping all current affairs in order, so that there are no obstacles that can be foreseen and prevented in an unpleasant situation. The complexity of the manager's work lies in the fact that he must constantly streamline and systematize the moments and actions necessary for the successful operation of the company. The manager understands that every day he has to make many decisions, and they must turn out to be correct. Psychologically it is very difficult.

Keywords:

Administrative, Psychology, Science, Managerial, Work, Current Affairs, Work Plan

1. INTRODUCTION

. Psychology was already developed as a science in its theoretical and applied directions. Thanks to the connection of management and psychology, as well as in response to the needs of increasing productivity, an applied interdisciplinary science arose "Management Psychology" [1]. Management is considered as a system of coordinated activities aimed at achieving significant goals of the organization. These activities are primarily related to the people working in this organization, each of them must find a special approach, for which it is necessary to know their needs and characteristics, abilities and aspects of their perception of the world around them. The current tendency to identify management psychology with management as a system of personnel management methods is wrong [2]. To some extent, the material of management psychology overlaps with management, although it has its own specifics [3]. If management teaches us what to do, management psychology explains why it should be done this way or not, and how it works. As a result, the subject of management psychology is the psychological basis of the manager's activity: psychological aspects of labor activity, psychological aspects of information processing, mechanisms of human perception of a person and mechanisms of people's influence on each other, psychological aspects of the formation of a work collective and personal relationships, psychological aspects of managerial decision-making and managerial activity in general [4-5]. Management psychology as a science and practice aims to create and improve the psychological management culture

of managers, to create the necessary foundations for theoretical understanding and practical application in knowledge management of employee personality traits, personal relationships and patterns [6].

The manager must understand the nature of management processes, how to improve management performance, information technologies and communication methods required for personnel management [7]. The Management decisions were working with people under different conditions and situations [8]. The Psychological factors of work group functioning include psychological compatibility in groups, phenomena of personal interactions, worker motivation, socio-psychological climate and other psychological phenomena [9]. The Psychological factors were managerial decision making include goal setting and decision-making process as a result of activities [10]. A person's micro-personality, on the one hand, another person's perception of this personality, the desire to dominate and obey, status, social expectations, emotional response and so on, form the essence of psychological factors [11]. Management psychology as a specific branch of practical psychology arose almost simultaneously with the advent of the profession of a manager and professional managers [12]. Like any applied branch of psychology, it emerged in response to a particular social order of an industrialized society [13].

2. RELATED WORKS

Management actions are structured according to certain rules, observing that you can achieve success and, on the contrary, ignoring them will inevitably lead to the collapse of the enterprise even under other, more favorable conditions [1]. Professionals in the field of psychology develop the rules and techniques of communication and make it not only a form but also a controlling factor. Any group, first of all, tries to help people pursue their goals, solve their problems, maintain or change their formal and informal status [3]. The members of the work group are sometimes connected to each other by a very complex system of relationships. Like any organism, a collective can experience favorable and unfavorable periods in its development. A crisis can occur at any time under the complex influence of external and internal causes and circumstances. Its consequences can be positive or negative [5]. The level of a leader and the level of his expertise is determined not only by how he manages the development of his team in relatively favorable periods of its existence and development, but also by how he acts in difficult moments, in crisis [8]. The leader has to manage any situation that is too uncontrollable. This requires both knowledge and specific leadership skills in conflict and crisis situations. The art of conflict management distinguishes a professional leader from an amateur leader [10]. Where the second just shrugs, the first gets down to business and operates with maximum profit and minimum loss. In modern conditions, management problems are increasing at

various levels, from the micro level to the macro level [12]. On the one hand, the management function is one of the oldest types of human social activities and appears from the moment he perceives himself as a society. Tribal chiefs may rightly be regarded as the first rulers in a primitive society [13].

3. PROPOSED MODEL

Managerial psychology teaches one to master one's work and to feel oneself a part of it. Each person's functioning consists of small components, and they must be fully known, including their psychological makeup. A leader who is familiar with the key elements of psychology has many advantages. For example, he sees the key thing to do to achieve a particular goal. He knows how close the goal is and how much time is left to reach it. An experienced manager can adjust his approach to problem solving and get the desired result in the most beneficial way for him and the organization. Psychology includes the following elements are shown in fig 1:

- A smart setting of clear goals, simply - in front of all employees. Each employee should clearly understand what specific contribution he has to make to achieve the common goal.
- Motivation is something that ordinary employees do not try to solve any problem. The fact is that any company in general is the business of the leader, his ambitions and for most of the employees - a way to make money.
- Delegation of authority – transferring control over the progress of work to each unit.
- Reflection.

Managerial psychology teaches to create the conditions for subordinating the main elements of the manager's activity. Such conditions may be expressed in terms of managerial skill requirements. Control is, perhaps, the most important point requiring managerial psychology. Also, it is necessary to control both the work of all employees and their own activities. Management psychology arose at a certain stage in the development of society, in which it is important not only to obtain the maximum effect of labor, but also to take into account the uniqueness of a person's self-expression in the labor process. Key functions of management psychology should also be highlighted.

- Cognitive - the study of the main psychological characteristics of management as a specific area of professional activity, to determine its role and importance in the development of organizations and groups.
- Evaluation - identifying the conformity or non-conformity of the management system with the main trends of society, social expectations, needs and interests of employees.
- Forecasting - aimed at identifying the most possible and desirable changes in management activities in the near or more distant future, i.e. To determine the possible paths of development of management, to predict it.
- Education (teaching). Its essence lies in the dissemination of management knowledge through educational institutions, various institutions and centers for advanced training, retraining and retraining of employees. Acquiring knowledge, skills and experience in practical implementation of management activities.

Realization of needs achieved as a result of labor. In other words, the manager referred to the personality of an independent worker, trying to fully express his own abilities with the maximum benefit for himself and his business. Therefore, the following issues of human relations and communication from the point of view of material management situations of management psychology.

- Personality, its self-improvement and self-development in the labor process.
- Management function and its structure from the point of view of psychological performance.
- Group processes and their regulation in labor group.

From the standpoint of management, management is the process of designing and innovating social systems, motivating people to achieve the organization's goals. In management theory, management is largely studied from the point of view of a particular situation arising in management practice.

- Economists interpret management as a means of obtaining economic results at the lowest cost of production.
- Lawyers consider governance as state legal regulation with the help of laws and executive influence.
- Management understands the impact of government on society through political science, political methods etc.

The process of management is indeed inherent in all organized systems: biological, technological, social, etc. Psychology of management as a science focuses on the concept of social management. A specific feature of social management is that it is a complex systemic social phenomenon and its main components are individual individuals as members of various social organizations or groups of people. If even one of these signs is missing, the system starts to falter and eventually crashes. This, in turn, makes it possible to study their existence system. There are other levels and approaches that reflect different approaches to management. Often, instead of the type of management, the following concepts are used.

- Control,
- Chief,
- Administration,
- Management,
- System

Leadership is considered as a managerial activity aimed at uniting people in their collective achievement of certain goals. At first glance, these concepts can be identified, which is done in most cases. But let us separate these ideas.

Management and leadership are inherent in any social organization. But their ratio depends on the ratio of democratic and administrative principles. If management principles dominate a social system, leadership is more inherent in it, if democracy management.

The control system is divided into two main subsystems - controlled and managed, which should be considered as relatively independent subsystems with their own intrinsic features. Each of them has a multi-level hierarchical structure, each link of which has its own directions of related links that form internal sources of self-regulation.

4. RESULTS AND DISCUSSION

The proposed improved management psychology (IMPS) model was compared with the existing pro-environmental behaviors (PEB), Positive psychology and human resource management (PPHRM), psychological empowerment (PSEM) and inclusive leadership (INLE)

Goal setting is the psychological weight of goals, the ability to clearly articulate and properly communicate upcoming goals to employees, the ability to effectively plan one's activities, and implement this effective ability in the organization. The main tasks of management and its component part of the organization are solved by the management system. The final result of its operation is the adoption and implementation of an effective management decision, which is always referred to as an intellectual and psychological act of choosing one or more alternatives from various possible options. This was shown in the following Table.1.

Table.1. Comparison of goal setting management

Employees	PEB	PPHRM	PSEM	INLE	IMPS
100	61.84	60.70	49.32	72.23	86.56
200	64.26	62.90	49.31	73.72	88.53
300	64.67	63.70	50.51	74.52	89.66
400	66.27	64.37	50.99	76.85	90.85
500	68.59	65.80	52.42	77.86	91.24
600	69.84	66.89	53.58	78.50	92.76
700	72.57	67.37	54.35	79.16	93.00

Ideally, you should know the nature and characteristics of your subordinates, be aware of their lives to determine what is interesting to all and what will appeal to the group of workers. In describing social management, one of its main features and difficulties must be emphasized. In a social management system, the subject and subject of management can change places, the subject can simultaneously act as an object, and the subject can act as an object of management. This was shown in the Table.2.

Table.2. Comparison of motivation management

Employees	PEB	PPHRM	PSEM	INLE	IMPS
100	65.39	88.30	65.19	70.73	85.66
200	67.02	90.04	66.77	72.15	86.95
300	67.50	92.38	68.97	73.41	87.96
400	68.79	93.19	70.60	75.40	88.85
500	70.90	95.48	71.74	77.87	89.22
600	72.39	97.41	73.94	79.31	90.26
700	74.20	99.14	75.09	81.03	91.03

It need to know what is needed for effective work, what may be needed in the future and how much previously completed tasks have helped. It is necessary to determine the stages of the work and their duration, to know how the achievable goal is compatible with other possible ones, and how it applies to the work of the company. This was shown in the following Table.3.

Table.3. Comparison of task setting management

Employees	PEB	PPHRM	PSEM	INLE	IMPS
100	64.13	76.04	72.75	79.17	84.92
200	64.46	77.54	73.34	81.04	85.96
300	65.80	78.65	74.32	81.87	86.09
400	66.94	79.03	75.53	82.78	87.05
500	67.99	80.04	76.67	83.70	86.62
600	68.70	80.97	77.78	85.03	87.86
700	70.00	81.97	78.48	85.90	87.97

Delegation involves the transfer of a portion of power to local leaders, but not all power to others. Therefore, the functioning of a leader requires a wide range of knowledge and skills and their continuous improvement. This was shown in the following Table.4.

Table.4. Comparison of delegation management

Employees	PEB	PPHRM	PSEM	INLE	IMPS
100	66.43	78.34	69.35	76.43	85.83
200	66.76	79.84	69.94	78.30	86.84
300	68.10	80.95	70.92	79.13	87.00
400	69.24	81.33	72.13	80.04	87.96
500	70.29	82.34	73.27	80.96	87.53
600	71.00	83.27	74.38	82.29	88.73
700	72.30	84.27	75.08	83.37	88.89

Its self-improvement and self-development play a significant role in the management process. At least two things are important here. Firstly, management psychology identifies among the many qualities, traits and characteristics of a person that help them carry out managerial activities successfully. This was shown in the following Table.1.

Table.5. Comparison of personality management

Employees	PEB	PPHRM	PSEM	INLE	IMPS
100	65.36	45.28	63.25	85.27	95.75
200	64.27	45.02	63.14	84.77	95.75
300	63.13	44.45	63.08	84.02	94.92
400	63.49	45.59	63.03	84.02	95.65
500	65.02	46.61	62.99	85.07	96.76
600	65.66	46.85	62.96	85.35	97.16
700	65.08	46.20	62.94	84.63	96.59

Second, considering personality in the management process, psychology is not limited to description, comparative analysis and reporting of facts. In this branch of knowledge, there is a huge amount of practical advice, recommendations and "recipes" that allow you to develop the qualities of a leader at any rank and with any initial level of management skills.

5. CONCLUSION

Management psychology should be considered as a special applied interdisciplinary science that considers general psychological aspects of social management in all spheres of human life. Any branch of scientific knowledge becomes an independent science only when it develops its own object of study, main directions and its own categorical apparatus. It is a branch of psychological science that combines the achievements of various sciences in the field of studying the psychological aspects of the management process, and aims to improve and improve the effectiveness of this process. Without claiming to be the ultimate truth, in order to promote this progress, management psychology should be understood as a science as an interdisciplinary branch of psychological knowledge that studies the psychological characteristics and patterns of influence of management subjects. Since social management is the study of many sciences, management psychology is closely interconnected with branches such as sociology, general psychology, social psychology, political science, philosophy, jurisprudence, cultural studies, pedagogy, cybernetics, synergetic, ergonomics and scientific knowledge.

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