



## PRACTICAL RESEARCH PROGRAM ON STRESSFUL EXPERIENCES IN MANAGEMENT SYSTEMS AND ITS STAGES

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### ABSTRACT

This article explores the pressing need to improve stress management strategies within leadership and organizational frameworks in New Uzbekistan. With the rapid pace of social and institutional development, addressing negative emotional states, such as stress and affect, has become a pivotal challenge for leaders and employees. The lack of theoretical and practical knowledge about stress in management activities has created significant barriers to success, productivity, and goal achievement. Drawing on the ideas outlined in President Shavkat Mirziyoyev's vision for leadership accountability and discipline, this study emphasizes the importance of psychological literacy among leaders. It proposes a comprehensive research-based approach to identifying the factors contributing to stress and developing modern social-psychological mechanisms to manage and mitigate its effects. The article also highlights the stages of implementing stress management programs, offering practical recommendations to improve emotional stability in leadership roles.

**KEYWORDS:** Stress management, Leadership psychology, Emotional stability, Organizational development, Psychological literacy.

### INTRODUCTION

The issue of overcoming and eliminating negative emotional states, such as program stress, that arise in leaders and employees in various complex situations, is one of the problems that urgently needs to be addressed today. This is due to the low level of theoretical and practical knowledge about emotional stress, a lack of understanding of its essence, and the failure to apply it in leadership activities, which places significant responsibilities on organizational leaders in the field of management. Such situations manifest as a major obstacle to achieving success, obtaining results, overcoming various subjective problems, and reaching one's goals. Studying the factors that influence or cause the formation of these negative emotional states (stress, affect) is one of the most urgent issues in the scientific research conducted in our country. To address this problem, it is crucial to scientifically justify the development of effective methods and strategies for overcoming stress and implementing them into management activities.

### The main research organization



No	Action Plan and Its Stages	Implementation Mechanism	Implementation Timeframe
1	<p><b>First Stage</b> - Selecting a Suitable Experimental Object within the Research Scope</p>	<p>1. Forming and analyzing the list of test subjects. 2. Selecting objects based on the consideration of the stress condition manifested in the psyche of the test subject. 3. Correctly selecting the research subject based on the problem being studied..</p>	<p>Step by step throughout the year 2020</p>
2	<p><b>Second Stage</b> - Selecting the Methodologies to Be Used in the Research</p>	<p>1. Forming a list of modern methodologies that allow for the identification of stressful experiences in individuals. 2. Reviewing the psychological characteristics of the methodologies that study the stress condition in test subjects to the maximum extent. 3. Selecting and applying methodologies that are solution-oriented and have a high degree of reliability.</p>	<p>Step by step throughout the year 2021</p>
3	<p><b>Third Stage</b> - Analyzing the Results Obtained from the Psychological Methods Used in the Research</p>	<p>1. Conducting and editing the empirical data analysis to identify stressful experiences in leaders and employees. 2. Processing the results obtained during the research and proving their reliability. 3. Developing proposals and recommendations based on the identified empirical results. 4. Identifying and interpreting the correlation between the methodologies used in the research.</p>	<p>Step by step throughout the year 2022</p>

4	<p><b>Fourth Stage</b> – The Final Stage, which involves analyzing the achievements and shortcomings within the research scope and developing the relevant social-psychological mechanism</p>	<p>1 Forming a list of test subjects with negative results among leaders and employees.                  2 Creating a psychocorrection program and conducting systematic work.                  3 Systematizing a set of optimal exercises aimed at overcoming and managing stress for leaders and employees.                  4 Implementing the data and methodological apparatus identified during the research into practice.</p>	<p>Step by step during the first half of 2023</p>
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Despite the fact that many scientific studies are dedicated to stress, we observe that research focusing on the study of combating stress is relatively scarce. In today's world, the leader's practice of stress management in organizing their activities is essential. Identifying the key factors that cause stress in leaders, understanding their sources, preventing, and eliminating them, along with finding modern social-psychological mechanisms for stress management, have been defined as the priority tasks of our scientific research. The following recommendations were made for the creation and application of social-psychological mechanisms:

- Defining the modern social-psychological foundations of organizing management activities, with an emphasis on continuous improvement.
- Developing a psychocorrection program for the stress experienced by leaders during work processes, and creating a comprehensive training program aimed at ensuring emotional stability in leaders. This program was recommended for continuous application in the workplace by both leaders and employees.
- Preparing a psychological counseling system and psychoprofilactic program for dealing with emotional changes and stressors expected in leaders under unexpected situations, and recommending this to government organizations responsible for preparing management personnel.
- Creating a framework for social-psychological programs that identify, study, and address the causes of complex emotional tension in leadership, focusing on overcoming, preventing, and eliminating such conditions.

First of all, it should be noted that while many methodological tools have been created by some scholars within the scope of the problem we are studying and applied in the national-cultural context, it has been found that some of the methods used did not provide sufficient information for psychological research.

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