

WOMEN'S MANAGEMENT IN SOCIETY

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Abstract

The article presents opinions about the specific management styles, psychological characteristics, and their manifestations of female leaders. Gender differences in leadership, personal qualities of male and female leaders, management capabilities, issues of creating a socio-psychological image of a modern female leader require conducting a number of studies.

Keywords: acmeology, leader, management, creative, healthy, competence, efficiency, ability, development.

INTRODUCTION

Special attention is being paid to the issues of activating the human factor in the field of public administration in the modernizing Uzbekistan, choosing and placing the leading personnel, further improving the state administration system. In particular, in order to increase the socio-political activity of women, to protect their rights and legal interests, and to ensure their freedom, a specific program of measures has been developed, and relevant ministries and agencies are consistently working on their implementation. Therefore, at present, women, especially women leaders, work alongside men in various sectors of the national economy.

MATERIALS AND METHODS

Today, it has become an urgent issue to study all issues related to management from the perspective of society development, to develop more effective methods of managing enterprises, organizations and institutions, to deal with the problems of training management personnel who can fully meet the requirements of the time. In particular, issues of gender differences in leadership, sexual socialization, gender stereotypes, personal qualities of male and female leaders, managerial opportunities, preparing women for effective leadership activities, creating the socio-psychological image of a modern female leader require a number of researches in the field of psychology. In society, male leaders focus their attention on tasks related to production problems, while female leaders focus more on socio-psychological aspects of the team, on improving the psychological environment. For the same reason, it is natural for male and female leaders to have a gender psychological difference, but there is no gender difference in terms of performing the tasks before the team and achieving the set goals. The root cause of all leadership success is determined by non-gender-specific factors. In particular, intelligence, values, personality traits, level of education, experience in the field of management ensure the effectiveness of management. Having studied the specific aspects of the work of female leaders, we distinguish the following among such peculiarities [3]:

- a female leader takes into account the opinions of her employees in addition to direct leadership in her work;
- a female leader, first of all, pays more attention to interpersonal relations between people in the team she leads;

- a female leader follows the approval of at least 2-3 people when making a decision, and then makes the final decision;
- a female leader considers work interests and family interests to be almost equally important;
- his instructions to the employees are more constructive, he works in compromise with the employees who take the initiative;
- the female manager is occasionally interested in the personal lives and family conditions of her employees, etc.

RESULTS AND DISCUSSION

Based on the results of our research and acquaintance with the scientific literature on the field, we have witnessed that women leaders have a number of personal qualities that ensure professional success.

They consist of [4]:

- female leaders often choose a management style based on partnership and cooperation in their management work and focus on improving the psychological climate in the team;
 - friendly relations develop in teams managed by a female leader, management decisions are often made with the direct participation of employees, taking into account their opinions and initiatives;
 - female leaders are supporters of strict control in making collective decisions;
 - trustworthiness, feeling of personal responsibility for assigned work, honesty and conscientiousness are in the first place for female leaders;
 - in difficult situations, women leaders rely on the high motivation of employees and choose a strategy to get out of the crisis;
 - female leaders understand well that not only rewarding employees, but also punishing them for mistakes is a strong motivation factor, they initially use the simplest methods, i.e. first forgiveness, warning, objection and other methods, when imposing punishments on employees who fail to fulfill assigned tasks;
 - sometimes female leaders are more effective than male leaders in rationally and effectively approaching and finding solutions to problematic situations, conflicts and contradictions in mutual relations;
- female leaders, regardless of the nature and size of the conflict, in all cases carefully analyze its causes, delve into the essence of the conflict and resolve it on the spot by expressing their clear opinion;
- female leaders make careful decisions even in risky situations.

In addition, for the effective work of female leaders, it is important to organize their work on a scientific basis. Regardless of whether she is senior or junior, in any position, exemplary organization of the work of every woman leader, ensuring the continuous growth of her labor productivity, improving the organization of the leader's workplace and serving them, maintaining health, improving working conditions, and standardization are issues in the field of administrative management.

CONCLUSION

A country that does not provide equal opportunities in governance will not develop as a civilized democratic state. In this regard, it is important to form a personnel policy by abandoning patriarchal-conservative attitudes towards women, to change the public consciousness regarding the involvement of women in management activities, as well as to make women themselves realize the need to participate in the social and political life of the country. For this purpose, it is appropriate to train women leaders at the level of modern requirements, to improve their skills, to create a reserve of personnel, to increase specialized qualifications in the branches and fields of operation, and to organize training on the basis of special programs in retraining courses.

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