

Theoretical Fundamentals of Inter-Personal Relations

Qodirova Malikaxon Qaxramonovna

Senior teacher, Jizzakh state pedagogical institute, Uzbekistan

Xayrullayeva Iroda Mo‘min qizi

Student, Jizzakh state pedagogical institute (Uzbekistan)

Abstract:

This article examines conflict, its origins, the study of conflict by scholars, interpersonal relationships in conflict situations, and their resolution.

Keywords: conflict, attitude, person, interaction, society, group, community, conflict, interests, conflict, leader, employee.

In the modern world, the number of contacts between people is constantly growing, which is due to the development of means of communication and the clear community nature of most of the activities in which a person participates. In this regard, the importance of effective methods of interaction between people, knowledge of interpersonal relationships is growing. Interpersonal relationships reflect the individuality, uniqueness, knowledge, and imagination of each individual.

In foreign psychology, a number of areas have been developed that study interpersonal relationships. H. Blalock and G. Witkin developed the theory of two-way interaction from the point of view of the behavioral approach. The study of specific conditions of interaction that increase or decrease the effectiveness of interpersonal cooperation has been conducted by S. Cook, G. Allport, K. Stefan and others. R. Brown, G. Levitt, R. Likert, and others have also studied personality relationships. These scholars have also studied interpersonal relationships in the field of management. In the works of W. Duaz, G. Gerard and M. Hoyt, G. Tajfel, D. Turner and others, the mechanisms of interpersonal interaction based on the formation of a sense of identity have been identified.

The fundamental development of many problems in the psychology of interpersonal interaction is also present in the works of Russian psychologists: B.G. Ananyev, G. M. Andreeva, A.A. Bodalev, R.V. Gabdreev, L. Ya. Gozman, V.V. Znakova, J.L. Kolominskiy, I.S. Kon, E.A. Klimov, V.N. Kunitsyn, V.A. Labunskaya, V.P. Levkovich, A.A. Leontyeva, A.N. Leontyev, A.E. Lichko, B.C. Merlin, V.I. Morosanov, V. N. Myasishchev, A.A. Rean, S.L. Rubinstein, E.T.Sokolov, V.A. Dontsov et al.

An important aspect of the study of interpersonal relationships is the interpersonal relationships in the organization and, in this regard, the most important question is how the personal components of interpersonal relationships have a positive impact on an employee's professional performance. Many disputes between team members are caused by unsatisfactory organization of production, failure of managers to take into account the mental state of subordinate team members in the work process, failure to create the necessary working conditions, and other reasons. At the same time, it is the emergence of cases of disproportionate interpersonal relationships that often lead to conflicts

in the professional field. In social life, there are bound to be some disagreements in interpersonal relationships.

In psychology, conflict is understood as a conflict of opinions or views of opposing goals, interests, positions, rivals, or subjects of interaction. The subject of the interaction may be two or more individuals. It is natural to have a tendency to quarrel in work communities. Instead of engaging in productive work, such individuals distract themselves and others from work by thinking about how the issues raised in their disputes are perceived by management. Such an unhealthy situation irritates members of the community, and some employees are temporarily interested in it, and they try to aggravate the situation by organizing gossip. In the second case, the conflict is always interpersonal.

An important feature of interpersonal conflict is the type of strategy chosen by the individual in this conflict. Some strategies lead to a constructive resolution of conflicts, while others contribute to the escalation of the conflict and, accordingly, to the disruption of effective interactions with professional colleagues, management, and clients. There are many factors that cause conflict. They are information - information factors, factors related to the functioning of certain systems in society, factors related to values, factors of relations, factors related to behavior. According to Georg Zimmel, the father of social conflictology, the higher the level of interaction between the interests of individuals and social groups in society, the higher the degree of conflict in different social structures.

Thus, the problem of studying interpersonal relationships in an organization seems important and relevant, especially in the interaction of conflicts. Conflicts are usually associated with conflict, war, quarrels, and threats. An interpersonal conflict is a conflict within a group of one or more specific individuals. The results of the study can serve as a basis for developing training programs to develop employees' effective interpersonal communication skills.

The research should begin with a small group of interpersonal relationships. Conflicts can be functional, that is, they serve to increase the efficiency of the team, or they can be dysfunctional, that is, they can lead to a decrease in both personal satisfaction and the efficiency of the enterprise. The goal is to explore the relationship between employee performance and the characteristics of their interpersonal relationships. It is the relationship between the effectiveness of employees' activities and the characteristics of their interpersonal relationships. As a result, the focus on cooperation, as well as low conflict and aggression, leads to a positive success of the professional activity of employees of the organization.

This requires an analysis of approaches to understanding interpersonal relationships and an empirical study of the relationship between teamwork and interpersonal relationships.

Conflicts in a small group are conflicts that occur between individuals and a group. The following methods are used to study interpersonal relationships in small groups:

1. Methods of expert assessment of the success of employees of the organization.
2. T. Leary's methodology for diagnosing interpersonal relationships.
3. Methods of diagnosing behavior in conflict (K. Thomas).
4. Methodology "Personal aggression and conflict" (E. Ilyin, P. Kovalev).

Evaluating employee performance is essential for a successful business. Behaviors help to assess an employee's potential success in a professional career in real time. It can be both the suitability for the position and the ability to solve tasks. There are specific requirements for the assessment

methodology. These are standardized methods, proper training of observers, feedback. A professional approach to the evaluation procedure avoids mistakes, because it has a clear purpose, taking into account the characteristics of the company and its corporate values.

Self-esteem and mutual respect for the individual are studied by a methodology developed by T. Leary in 1954. This method is used to study the ideas of man about himself and his relationships in a small group. A small group is a family, a work community, a community of interests, and so on. Within small groups, there are two main factors in a relationship: superiority and friendliness. At the same time, self-esteem in a small group, comparisons in the evaluation of the ideal self and other people, and qualitative analysis of the differences are performed.

In short, the study of interpersonal relationships in different communities is one of the most pressing issues of our time. Because the breakdown of relations harms the community, the quality of production, human psychology, society. Conflicts are often caused by constant stress. Stress is the sum of the excesses of problems and the constant inhibition of problems. The leader should train the members of the organization to pay constant attention to the constant changes, the factors of the situation, the influence of the external environment, and not to exceed the workload. There are different conflicts in any organization. This is not always a negative indicator of any activity of this organization. Some conflicts can be taken for granted, with the help of which shortcomings in the organizational system as a whole and disagreements between individual members of the team can be identified and corrected. If we study the theoretical foundations of the relationship we have studied so far and adapt it to the present day, we think that there will be no conflict in any community.

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