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Management Psychology

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Abstract: In this article, you will get acquainted with the subject and tasks of management psychology; the history of the development of management theories; the school of scientific management or the school of scientific organization of Labor; the school of human relations; the classical or educational school in management; the school of human relations; the quantitative approach; the approach to management as a process; systematic and situational approaches.

Keywords: concept, personal, communication, subordination, coordination.

One of the key concepts in the science of managerial psychology is the question of the subject and object of management. When we look at the direct management process, we can imagine a leader as a subject of management, and in the way of an object, an employee and a Labor team. However, the fact that a leader organizes his activities and self-control puts the need to understand him not only as a subject of management, but also as an object. Professional perfectionism of the leader, the acquisition of self-management skills, becomes one of the main topics in the management of organizations and employees.

The goals and objectives of management give rise to management relationships, and management psychology studies exactly the composition of these relationships.

As we have seen, Management Psychology interprets a relationship that arises between the management subject and the object during the implementation of the management goal and tasks. The organizational parts of this system of relations are characterized by their mutual obedience.

The principle of obedience valid within a system is called subordination in Management Science, and through this phrase the centralization of the system is implied. Relations arising from subordination imply forms of obedience and execution in the behavior of employees of the organization. However, management practice studies not only the attitude of employees in management and itoat, but also the relationship between members of the organization, which, to some extent, stands and categorizes.

The mutual coordination of relations between such parts of the system, the further perfection of the forms of harmony between them, is manifested in coordination activities.

The relationship of subordination and coordination in management creates the need to distinguish between vertical and horizontal ties on the scale of the organization. So, while vertical communications consist of a relationship that arises between employees in an itoat, horizontal communications imply mutual coordination, that is, the relationship between equal and independent parts of the system. In addition, management relations also have their own official and informal appearance.

Formal relationships are based on service obligations, while informal relationships rely on volunteerism and mutual desire between employees serving on an organizational scale. In this regard, management psychology, one of the main tasks of which is to further perfect the relationships highlighted above. Other category tasks of management psychology are the formation of management methods, and this event consists in the development of opportunities for influence in the purpose of ensuring the effective functioning of the organization.

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We divide the methods of influencing the personality of the organization into three groups: influence in administrative, material and spiritual forms. In each of these, a certain psychological content is manifested, and the psychology of management, as a science, studies the possibility of these measures to influence the employee.

Among such measures of influence, great attention is paid to the issue of motivating employees, that is, to arouse enthusiasm for the work they perform. According to the methods of influencing the control object, its direct and bavosita forms of influence are distinguished.

From the above points, as a subject of management psychology, human activity in the management process is accepted.

The school of scientific management or the school of scientific organization of labor (1885–1920) as noted in the textbook "Management Psychology" (2006)8 by expert I. Mahmudov, the scientist V. Spivak, who studies organizational management, describes the history of the development of management theories as follows researched by dividing into periods:

Scientific management is closely related to the work of F. Taylor, L. Gilbreth and G. Gantt. The creators of this school of scientific management believed that many manual operations could be perfected using observation, measurements, logic and analysis, and also tried to achieve their efficient performance. The first methodological period of scientific management is the analysis of the content of work and the identification of its main components.

This direction is based on the doctrine of "Taylorism" named after the American scientist F. Taylor, and the initial research in this field in the USA covers the years 1885-1920. In order to effectively use the unskilled workers of that time, F. Taylor divided the complex and skill-demanding type of work into small operations.

As a result of dividing the labor process into specific operations, Ransom Olds created the conveyor method in 1902 and applied it to an automobile assembly plant. As a result of production according to the new method, the annual output increased from 425 to 2500 units.

And Henry Ford, by further improving this method, reduced the time required to produce a car by 20 times and occupied not only the American, but later the entire world car market.

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