

## PROFESSIONAL MOTIVATION AND ITS STRUCTURE IN THE MANAGEMENT PROCESS

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### Abstract

This in the article management in the process professional motivation and his structure about information given , in the proverb also management in the process the work activities organize of employees professional interest increase , leader and of employees to work has been interests increase according to feedback held .

**Keywords :** Person , boss in the process professional of motivation development , self - self management , cognitive motivation , stable and unstable motivation.

Personal development point of view in terms of professional motivation as well person work subject as of professionalization different stages motivation features important important have Professional motivation in learning scientists the following main concepts separate show: need , work motive , motive mover power , work satisfaction , work promotion , professional interests , work productivity . Come, theirs content in detail seeing let's go need is of a person life for necessary has been to something has been is a need, relatively short time inside is satisfied , therefore after need tension again increases and fulfillment Demand does.

Person, social creature as, social of life norms and traditions with formed biological and necessary to needs have will be Labor motive is this of need subjective photo to be a person the need done which increases activity shape as to work encourages. Man work with depends motives three to the group to be possible: work motives, profession choose motives and occupation choose motives. Known one activity this motives with is determined. A person work with to engage in exclamation point is a factor. The work motives the following reasons own into takes of reasons the first group - public reasons. This is society for benefit to see necessity understanding, this another to people help to give wish (this of children in education, patients in treatment, own his homeland protection in doing and etc manifestation to be can), this is also to work has been to the need relatively public in relation to it seems

But often the romance of the profession quickly fades, when the person is not ready for his mental, physical or mental state; work becomes torture for a person and he is forced to change his profession. Thus, the profession can be chosen depending on many circumstances,

but first of all, it is necessary to consider how the chosen activity corresponds to the person's inclinations and abilities. The combination of specific typological features in the manifestation of the specific features of the nervous system can determine a person's tendency to fast but short-term work in a certain type of activity, changeable nature, etc. Motives for choosing a job. Here, more "external" and "internal" factors (motivators) should be paid attention to, which are considered by the individual in the decision-making process. It mainly refers to the assessment of the external situation, his ability and condition, interest and aptitude for the chosen profession. Evaluation of the external situation (positive and negative factors of production) includes:

- ✓ the amount of wages and benefits given to workers in this enterprise; proximity to home, ease of transportation;
- ✓ the aesthetics of the workplace and the availability of harmful production, the availability of one, two or three shifts, a fixed or free work schedule, the reliability and reputation of the company;
- ✓ measure of responsibility, psychological atmosphere in the team, system of rewards and punishments (fines, etc.).

From the point of view of researchers, labor activity is polymotivated, that is, it is caused by several needs and several reasons. Work motivation is the process of motivating oneself and others to perform activities aimed at achieving certain results. The driving force of the motive is determined by its subjective importance or the ratio of the subject to the need in the system of other needs and its subject. For example, A.N Leontev this relationship called semantic and semantic dynamic systems separate showed. Labor incentive is work right, social allowances, convenient time tables and others They are potential of a person needs subjective status to get they can the employee to work encourage as on the right manifestation will be However, such it may not be. So doing the work of encouragement types different level people for efficient has been different to degrees comes out

Professional of motivation formation and to change effect doer the following factors is separated:

- needs;
- assumptions;
- value installations;
- encourage;
- external conditions.

This factors the list two to the group to be possible: internal or subjective (needs, expectations, value relations, incentives):person structure psychophysiological structural parts of it value-semantic scope features with is determined . Environment or objective (external factors): of the subject work activity done to be increased of the organization nature and to

himself special features reflection makes This factors of the group of the employee motivational need to the field effect learning for Russian in the 70s of the 20th century psychologists of a person professional motivation in the field one series big studies spent. This scientific to work according to the employee personal need and to live source as to labor attitude determiner main factor of labor content the fact that was determined. Also labor \_ composition of labor objective indicators (for example, intensity level), as well as employees own from work satisfaction level and the work right the amount determined was determined.

Researchers each one stage of professional motivation to himself special quality that there is We showed it below \_ in detail seeing we go out Man professional motivation in his work features: this to professional motivation at the stage have not because the first first, education institution selection as well as training of the process himself enters Stimulating and demanding in the field" introduction exams as " handover ". desires note will be done and etc. Profession uncertain, only direction choose with manifestation will be To the activity entered in person professional of motivation features conditional respectively to say maybe this stage professional motivation appear will be or form starts In the future work subject professional education in the institution studies, professional knowledge and of skills the basics also known as one specialists to the team special professional values that are system absorbs. Also this \_ stage university specialty according to specialty choice, power to try and initial professional the experience collect, school , technical school , college after finishing after to work location possibilities there is

Competent professional motivation in the individual features: this to stage enough man not only complicated professional problems solution do it to get, maybe informal leadership qualities have to be , own to colleagues to believe and effect to show need Of the person motivational in the structure not only work desire , perhaps to society , to people attention is directed . Coach in person professional of motivation features: this stage a person his own professional activity within skill peaks already is mastering. His motivational in the structure new to employees relatively teacher role playing, own experience another to people deliver necessity appear will be However, labor psychology researchers said, professionalization stage How tall if so , professional from work relax danger so much high will be Burning is \_ work , team and in general whole organization with depends negative experiences collection . This is often the case own duties perform during people with near in touch to be forced has been specialists between himself manifestation does Burn this against the background of chronic stress which develops and working of a person emotional, energy and personal of resources to decline take coming syndrome. This of syndromes internal "accumulation" or free from them accumulation without being done as a result surface will come In fact, professional burnout is frustration or common adaptation syndrome the third stage - exhaustion stage. Professional don't get tired the following signs separate stands: indifference feeling, emotional tiredness ,

tiredness (man as before to work himself dedicate can't); humanitarianism (colleagues and to customers relatively negative relationship development); Negative professional self himself perception to do is own incompetence, professional of skill lack of

It should be noted that modern socio-economic conditions associated with the low wages of employees of many organizations, especially those related to the humanitarian direction, contribute to the crisis of professional motivation and the spread of the situational type of professional motivation in society: "This is a manifestation of deformed professional and career motivation under the influence of unfavorable structural factors. This condition can be described as the predominance of situational motives for survival » Psychological characteristics of a person can be based on professional motivation as its leading factors. Thus, a person's values can influence the choice of a profession: "If the main thing for a person is social prestige, then the profession is chosen depending on the current fashion, the reputation of the profession in society. Many profession their material well-being provide get level looking chooses»

Theories of professional motivation at the stage of professional activity in foreign psychology are divided into material and procedural. Essential theories of professional motivation focus on the needs of a person, which are the basis for the implementation of professional activities, and the composition of professional motivation, which includes various combined motives that act with different strength and stability. Theories of K. Zamfir, F. Hertzberg, D. McClelland and others. Foreign researcher D. McClelland developed a theory of motivation, which studies three main groups of needs based on people's social behavior: in power (the desire to influence other people, influence); in success (need for respect, self-awareness, achievement); participation (the need for participation: the need for cooperation, establishing interpersonal relationships, etc.)

According to another classification by G.Murray, social motives include power motive, affiliation motive, altruism motive, achievement motive and aggression motive. Undoubtedly, the views of D. McClelland and G. Murray agree in many respects. According to the Romanian sociologist K.Zamfir, three components can be distinguished in the structure of work motivation: Internal motivation (IM) - motivation that arises from the needs of a person and is directly related to the process and work result, on this basis, it is without any external pressure. works with pleasure.

Extrinsic positive motivation - includes motives that are only indirectly related to the process and the result of work: "financial incentives, advancement at work, approval from colleagues and the team, reputation, or" the. incentives to which a person considers it necessary to apply his efforts.

External negative motivation includes motives that are not directly related to the process and the result of work, but have negative emotional colors of avoidance: punishment, criticism,

judgment, fines, etc. Internal motives should include motives related to the psychological characteristics of a person, that is, the components of his orientation (professional interests, social motives, etc.). It should be noted that the listed types of professional motivation exist simultaneously in its structure, and we can not talk about their separate existence, but only about the dominance of one or another type of motivation. At the same time, "between the external and internal motivational systems, as A.V.Karpov notes, there are very complex relationships, which are manifested not only by their interdependence, mutual reinforcement, but also by a decrease in importance. Intrinsic motivation hypertrophy, and vice versa, is the result of activity in the destruction of internal motivation under the influence of external motives and an increase in the value of incentives » "Factor-motivators" related to the work process and result: the possibility of success at work, the possibility of promotion, recognition of work results and their approval by the public, good salary, the possibility to increase the level of professional competence, high level of responsibility, complexity, diversity, the presence of interesting content of the work, etc. "Rag' "encouraging factors" significantly contribute to job satisfaction and productivity; however, their absence does not necessarily lead to job dissatisfaction.

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