

THE ROLE OF PSYCHOLOGICAL AND ITS STYLES IN MANAGEMENT

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Abstract

The scientific article focuses on describing how psychology plays an integral role in managing workers and the effectiveness of psychology in understanding peoples' behavior and ways to influence them by different styles, also comparison of leaders who know psychology and who do not

Keywords: Style, Motivation, psychology, influence, control, autocratic, democratic, delegative

Why are psychology and management important to leading staff? It's no secret that managing a team of employees can be challenging. There are many different personalities and motivations at play, and it can be difficult to keep everyone on the same page. This is where psychology comes in. By understanding employee behavior, leaders can more effectively motivate and manage them. Psychology also helps leaders identify training and development needs within their staff. In short, psychology is an essential tool for any leader who wants to get the most out of their team.

We can not imagine our life without psychology since it is critical to the workplace. It helps managers at all levels of organizations select, support, motivate and train employees. It also helps businesses design products, build better workspaces and foster healthy behavior. By knowing the principles of social psychology and organizational behavior, managers can demonstrate positive workplace behaviors and activities, including training, mentoring and goal setting. They can also establish clear consequences for both negative and positive behaviors through feedback and rewards systems.

The psychology of the employees is particularly difficult to explain since all employees are at different levels of the hierarchy. There are supervisors and reportees to consider. There is the top, middle and lower level managements to consider. All of whom are different and have different motivations and needs. The top level usually controls the labour force. They should be efficient and organised. Along with being strategic thinkers, they should also have the ability to predict or at least understand how people would react to policy decisions and changes. They should have the ability to be good leaders. Understanding psychology helps managers lead the team to great success. The middle level needs to lead the lower level but also work according to the guidelines issued by the top management. Conflict managements, negotiations etc would be common and they should be comfortable with it. Identifying potential employee related problems and solving them before they affect the bottom line of the company is necessary for them. The middle level management should be given proper incentives so that they are loyal to the company. The lower level management should have outlets for grievance redressals. They should be made to feel a part of the company. Attrition should be reduced. Absenteeism, union problems, inefficiencies should be addressed at the grass root levels. Using human psychology to improve

efficiencies has been very beneficial in recent times.

I should also write about the characters of a good manager. They should have self-confidence, motivation, willpower and of course discipline to get done their work on time and motivate employees. All of these are achieved by the knowledge of psychology at list at beginner level.

In 1939, psychologist Kurt Lewin and a team of researchers determined that there were three basic leadership styles: Authoritarian (Autocratic), Participative (Democratic) and Delegative (Laissez-Faire).

The autocratic manager is the type of manager that likes to be in control of everything. They make all the decisions, do not allow employees to have a say in what goes on and use insulting words towards his employees.

The democratic manager is the type of manager that believes in democracy and that everyone's opinion should be heard. This type of manager allows employees to have a say in what goes on in the workplace and makes decisions based on what the majority of employees want.

The laissez-faire manager is the type of manager that doesn't really get involved in what their employees are doing. They trust their employees to get the job done and don't micromanage them.

These are the main leadership styles which are found by psychologists, but from my point of view, there is another style which is not counted as a common one but it is. It is named **the mixed manager** style. It is summation of the three ones(Autocratic, Democratic, Laissez-Faire) ,it is related with workers- the manager treats each employee based on their character. They communicate with a lazy and unexperienced workers by using the autocratic style but use the democratic style toward the good one. This style is developing day by day, especially in my country-Uzbekistan. I'm sure that this is the best way to achieve efficiency for any company since the fact that workers at this atmosphere have a high productivity rather than other competitive who utilize different styles.

Being able to lead by example is another quality that influential leaders should process. People tend to lose respect for leaders, and rightfully so, who don't practice what they preach. Being a great orator and/or public speaker is another desirable trait, though in this day and age, and with the invention of the internet and other technologies, its not as critical of a skill as it once was. And finally, one must be able to withstand the intense pressure, and there is a lot of it, of being in the forefront, and often times in the public eye, of a particular situation, cause, or movement.

Overall, Leadership isn't just about knowing what to do, but understanding WHY people do it. Psychology is the key for almost everything in it. From getting a career to controlling workers. Psychology and management help you get inside your employees' heads to figure out what makes them tick. For this reasons, Everybody who wants to become a successful leader should learn psychology and put them into practice

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