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SOI: [1.1/TAS](#) DOI: [10.15863/TAS](#)

### International Scientific Journal Theoretical & Applied Science

p-ISSN: 2308-4944 (print) e-ISSN: 2409-0085 (online)

Year: 2019 Issue: 11 Volume: 79

Published: 30.11.2019 <http://T-Science.org>

QR – Issue



QR – Article



**Mastura Negmatullaeva Payzieva**

Andizhan State University  
Senior teacher of the chair of “General Psychology”  
Republic of Uzbekistan

## THE PSYCHOLOGICAL FACTOR OF DEVELOPMENT PERSONNEL MANAGEMENT IN ADULTHOOD PERIOD

**Abstract:** This article provides information about the general features of maturity and personal self-esteem. This is the most advanced stage of the story, so the basis of the article is to improve the effectiveness of the individual through the development of emotional intelligence.

**Key words:** Adulthood, Personality, Intellect, Emotional Intelligence, Emotional Intelligence, Activity, Self-Government.

**Language:** English

**Citation:** Payzieva, M. N. (2019). The psychological factor of development personnel management in adulthood period. *ISJ Theoretical & Applied Science*, 11 (79), 471-473.

**Soi:** <http://s-o-i.org/1.1/TAS-11-79-97> **Doi:**  <https://dx.doi.org/10.15863/TAS.2019.11.79.97>

**Scopus ASCC:** 3200.

### Introduction

During adulthood, a person can mobilize all his strength, abilities, intelligence, and inner abilities into his or her profession, social activities and public affairs. This period consists of two phases, with the first phase being 28-35 years and the second stage, men and women aged 36-55. The experience of men and women in labor and social activities during this period will lead them to promising. As in other age periods, a person will begin to understand what is happening during this period, which is due to some mistakes and misunderstandings. Self-reporting is one of the most important psychological traits of that time. As you mature, you gain the skills to take full advantage of your physical and mental abilities. This happens not at the expense of all strength, mental, tension, willpower, or nervous tension, but on the basis of certain skills, skills and abilities. Studying the effectiveness of maturity, Leman noted that his peak was 30 years of age in chemists, 30-34 in mathematicians and 30-35 years in astronomers, and his average productivity was 37 years. The differences between men and women during this period are as follows: as women advance to physical, sexual, and spiritual perfection, men are now able to move forward and remain alive for the rest of their lives. At this age, personal achievements, victories or failures

can have a profound effect on a person's spiritual world. As a result, he develops a sense of pride, pride, or self-esteem, or, on the contrary, his life becomes pessimistic, indifferent to things and events. In general, people at the comedian stage try to live up to their expectations; One of the most important features of this period is the full development of the human mind.

**Intellect** - Latin “intellectus” - understanding, knowing, and “intellectum” - a concept derived from the words of the mind. It involves thinking, thinking and reasoning. Modern society aims at continuous improvement of the knowledge and professional skills of adulthood, expansion and implementation of interpersonal relations [2, p.44]. The maturity period is the peak of productivity. Therefore, as new trends and crises develop, more demands on the individual, the professional environment, or interpersonal relationships are put. One of the main challenges is to increase the effectiveness of the individual's activities in society and in his or her life. In this context, the ability of a person to regulate their own behavior, interactions with the environment, to cope with life's challenges and challenges, as well as the intrinsic human resources that enable them to exercise those skills. For humans The issue of regulation of activities cannot be considered without discussing the problems

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of self-management, the peculiarities of human behavior in stressful situations. It is necessary to take into account the subjective attitude of the situation to the situation and all the human's assumptions and experiences on the subject. In modern psychology, the issue of regulation and self-regulation is the most important. These factors are directly related to the individual's actions, reactions and internalities, as well as the individual's performance in achieving his or her goals [3, p.43].

The study of internal human resources, which is the subject of emotional intelligence, which is a component of behavior, can become a promising field by examining the problems that are considered to be a factor reflecting various aspects of human regulation. The study of the problem of emotional intelligence during adolescence is of great interest to the professional sphere as there is intense competition in the modern world. Emotional intelligence can be a major source of professional development. First of all, it concerns professions that are directly related to the human-to-human relationship. They are related to a number of professions in the fields of Education, Medicine, Economics, Manufacturing, as well as teachers, doctors, managers, lawyers, politicians and the general public. It applies directly to any activity associated with these people.

This conception of emotional intelligence is used to encourage the ability of others to process information about their feelings and feelings and to use that information as a basis for thinking and behavior contains. In other words, people with high levels of emotional intelligence can understand and control emotions, and these skills enhance adaptive functions that benefit both themselves and others. [1, p.2]. Thus, emotional intelligence is one of the most important features of the maturity phase. We can see that emotional intelligence is a psychological factor in personality management through the John Maier and Peter Salovey model of emotional intelligence. By 1997, John Mayer and Peter Salovey improved and expanded the model of emotional intelligence. In the revised model, a new emphasis is placed on the processing of sensory information on the cognitive component of emotional thinking. The abilities included in this model were identified (and abilities that were not included) were identified. In light of these changes, the concept of emotional thinking has gained a new understanding - as the ability to process emotional information: the value of emotion, their interrelationships, the basis for thinking and making emotional information. Use as. (Meyer, Salovey, 1997) They thus identified four emotional and mental abilities known as "branches".

### Branch 1. Perception, Emotions (Identification)

Feelings of visual art, literature, music, and other emotions - the ability to feel for oneself and others.

Everyone experiences emotions. The world around us communicates and always sends us "emotional messages" with valuable information [4]. Understanding emotions and emotions provides accurate information around the world. It is important to make this as clear as possible, because in each particular situation, the more a person reads the emotions, the more likely he or she will be in control of himself. The important point is the feeling of the emotions, that is, the feeling. emotional alphabet. How are feelings different?

### Branch 2. Improving the efficiency of thinking

Creating, using and experimenting with emotions to convey emotions or use them in other cognitive processes. Human emotions affect how and what a person thinks [5]. When a person is sad, he or she sees the world in a different way, but if a person is happy, he or she will understand the events differently. Knowing which mood will lead to the desired result and the ability to switch to the "right mood" is the ability to use emotions to promote thoughts. How to use this ability? - Observe the emotions that reflect valuable information and then use them to solve problems.

### Branch 3. Understanding.

The ability to comprehend information obtained through emotions, to understand how emotions interact with each other, and to develop in the course of interactions, to evaluate these emotions means to think correctly and in the right way, to accurately relate the situation to the right feelings. It can also be understood that in some cases you may feel different, sometimes opposed, emotions.

### Branch 4. Management, emotions

The ability to be open to emotions, the ability to regulate one self and others, contributes to self-awareness and personal growth. Without "intimidation," "process" intensifies feelings [6]. This is an important skill that can be applied to working or interacting with other people and managing your emotions to improve the quality of life. New approaches to working with this approach, ability to cope with difficult situations. For example, feelings of anger are not "bad" [7]. Anger that helps us to overcome hardships, wrongs and injustice. Anger occurs when a person feels frustrated, deceived, or exploited [8]. But anger, by itself, blinds one and can act negatively or socially [9]. By understanding this, you can combine emotions with emotions, find the best solutions, and take the most effective measures [10].

### Conclusion.

In the end, to achieve the desired result. According to the authors of the concept, the owner of

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a high level of emotional intelligence successfully copes with the state of mental instability. Emotional management requires the development of more effective relationships with other people. Considering different options for developing feelings and their choices. Emotional control should be flexible depending on the current situation. It should be noted in the conclusion. At this age, personal achievements, victories or failures can have a profound effect on a

person's spiritual world. As a result, he develops a sense of pride, pride, or self-esteem, or, on the contrary, his life becomes pessimistic, indifferent to things and events. In general, people at the comedian stage try to live up to their expectations. The development of emotional intelligence during adolescence depends on the individual's social and personal development as well as on the emotional well-being.

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