

MOTIVATION FOR PERSONAL DEVELOPMENT

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ABSTRACT

The article discusses ideas on how to achieve high thinking, enthusiasm, interest, aspiration, master the spirit of confidence in the decision and how motivation is aimed at personal development as a result of personal and professional impact of various industry principles.

KEYWORDS: leader, leadership, motivation, world, capital, global management, Japanese management, culture, resource, principle, activity.

INTRODUCTION

The activities of leaders, which are one of the key elements in dealing with any public, play an important role in the style of governance exercised by private leaders. In this regard, the leadership of the state "... should be able to choose the management and ensure its use in adulthood, to know how to train and educate subordinate workers, to cultivate solidarity in the community, to strive for goals, to manage unexpected situations" [1] The idea that Indeed, the country is undergoing unprecedented reforms in all areas, which play an important role in the activities of modern leaders with a new outlook. There is no doubt that "the future of Uzbekistan is spiritually and culturally harmonious, spiritually active, dependent on independent thinking and work, in line with the requirements of modern scientific and technological progress, working with professional skills. It is necessary to appoint people who are high-spirited, strong in faith, strong-willed, genuinely patriotic, honest and sincere." [2]

Which society has the control of spiritually mature leaders, the sharp policy of development in this society is a measure of "risks", social "pain" and "decay". In other words, the development of governed reforms depends, first of all, on the formation of the spiritual thinking of the leaders in positions of responsibility, on the breadth of their worldview.

We know that members of a society are made up of different categories, different classes, and people of different social status in general. These individuals, in our view, may seem like the smallest cell in society. There may also be intellectual differences in terms of influencing this group of individuals and developing them in their living environment, as each has its own unique mental and social status. Guiding over differences in the worldview and lifestyle used is drastically different from dominating over any form of farming. This is because individuals within this sphere of influence differ sharply from one another in different respects (demographic differences). Such differences can lead to various confusions or ineffective processes of influence over their leadership.

ANALYSIS AND RESULTS

It is no exaggeration to say that conflicting ideas about influencing people and dominating behaviors find their solution in the motivational process. Therefore, it is appropriate to proceed from the above considerations, first of all, to combat the interpretation of the concepts of "leader" and "motive".

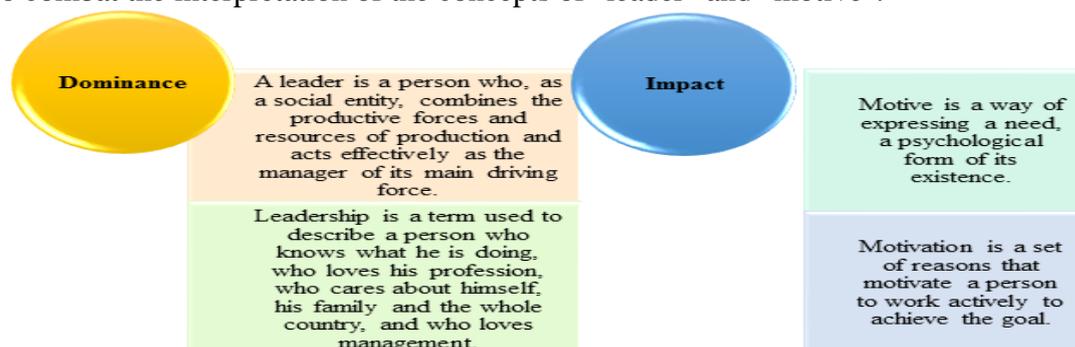


Figure 1. Categorical representation of domination by influencing an individual.

The study of management problems through factors related to the motivation of personality is studied in depth in the scientific work of foreign economists P.Doyle [3], CIS economists V.V.Avdeyev [4], Yu.T. Bazarov [5], P.V.Juravlev [6], L.V.Kartashova [7], I.A.Kokorev [8], V.M.Kolpakov [9], I.N.Gerchikova [10] studied the legal aspects in this regard.

One of the patterns used to understand motivation is the "Pyramid of Needs" proposed in 1943 by the American psychologist A. Maslow. According to A. Maslow, human beings naturally strive for self-improvement and self-actualization, "self-actualization", slowly from fundamental needs, such as love, belonging, self-esteem.

Later, A. Maslow expanded his theory and added to it the need to "strive for self" - people reach the peak of growth and find a higher meaning in life by focusing on things far from them.

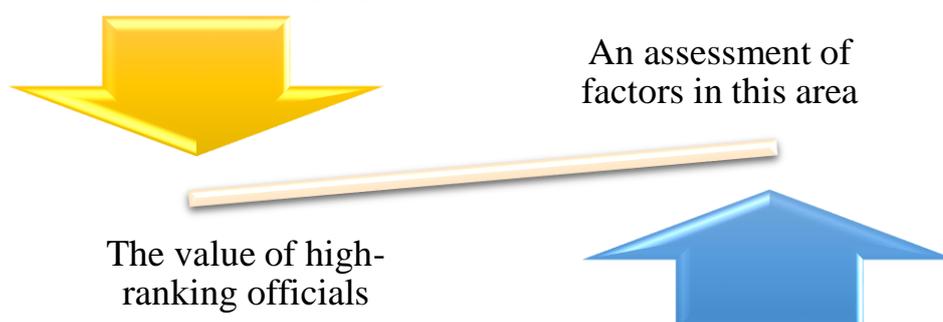
The main goal of the formation of the management system in Japan is to ensure the effective use of human capital, that is, to achieve the strategic goals set by motivating human resources, in the language of modern management. To do this, human resource management mobilizes the company at all important stages of management, from the process of recruitment to the process of career motivation.

So how does the "Japanese" way of governing differ from most of the management methods used in Europe and America? First of all, with its focus: in Japan, the main component of governance is the individual. The goal of the Japanese manager is to increase the efficiency of the enterprise, mainly by increasing the productivity of employees. On the other hand, in European and American management, the main goal is to maximize profits, that is, to maximize profits with the least effort. According to Japanese management specialist Hidoki Yoshihara, the Japanese management model is characterized by the following features:



Figure 2. Important aspects of the Japanese management model focused on personal development.

However, the global situation of the use of motivational resources is one of the most pressing tasks today. Today, this issue is assessed from two perspectives:



These two assessments lead to conflicting views, which is the main reason for the crisis in the management of the common good, which leads to mistakes in the motivation of personal development.

The great scholars of the world have paid special attention to the issue of interpersonal relationships. They expressed exemplary views on the motives that motivate and motivate them. There are a number of scientific studies in foreign psychology devoted to the study of professional motives. In particular, H.Heckhausen's extended model of motives and most of the motivational criteria discussed in it have been considered noteworthy. In the model of motives put forward by the scientist, the criteria of expectations and motives are interrelated. Each consequence of an action can be associated with a specific motive. H.Heckhausen divides the consequences of action into four classes: self-esteem, approach to a higher goal, evaluation of others, and indirect effects. Like other encyclopedic scholars, J. Atkinson, who conducted research in this area, based on the theory of motivation, both simplified and expanded the theory of increasing the result of activity at the same time. As a result, the connection between the motivator of success (and failure) and the complexity of the task has become simpler. In this model, it was concluded that the motive depends on the subjective probability of success.

Moreover, in Atkinson's and K. Birch's theory of motivation, motives are divided into several "languages"; experimental, neurophysiological, behavioral, mathematical. The novelty of their theory is that instead of analyzing reactions, it studies actions, including verbal actions. Influential stimuli are reconstructed depending on the motives, their significance, evaluation. This thing serves to classify the action, to determine the effective states. According to the American psychologist R. Woodworth's theory of motives, motives are determined by need and cognitive processes. It also includes ability in motives, as a result of which motive is determined not only by needs, but also by ability. Woodworth interprets talent as a hereditary trait, and therefore denies the possibility of development and improvement in ontogeny throughout life. It should be noted that the Russian psychologist A.A. Ukhtomsky discovered his principle of dominance in the study of the problem of determinants of the functional state of the organism. The author seeks to justify the discovered dominant as a behavioral movement and its vector. The issue of motives is important for him, and the problem is analyzed from the physiological, psychological, ideological points of view. Because of its behavioral integrity, the organism is interpreted as an integral bus-integrity. Such an approach implies that one psychological and physiological condition is inseparable from the other. The author interprets the motive as a stimulus formed by human effort and emphasizes its variability in the process of life. According to one of the great scientists of his time, P.K. Anoxin, the idea of motives, from the time of the creation of the living world, it has become a feature of his advancement and reflection of reality. The presence of this reflection allows a person to create intellectual images of the results of personal activity, future, prospects.

The study of the problem of motives was also carried out by D.N. Uznadze, who tried to explain it from the standpoint theory. The author connects the motive with human needs and evaluates it as a source of subject activity. In his view, motives are a stage that leads to voluntary action. The author develops a theory of the essence and content of motives, emphasizing that it consists in the search and discovery of the movement that strengthens and forms the basis of human life. D.N.Uznadze's unique interpretation of the need, the question of the functions of the motive in real behavior and their relationship with the institution led to the enrichment of the theory of motivation.

Well-known scientist A.N. Leontiev, due to the analysis of the psyche for a long time, decided to address the issue of motives and motivation. The full expression of the concept of motivation is described in his scientific works. He then addresses this issue again in the monograph "Consciousness, activity, personality." Through the analysis of the manifestation of human consciousness in the genesis, he approaches the problem of motivation. It also analyzes the problem of psychological mechanisms of transformation of vital factors into the motive of behavior (behavior), examines the process of motive development and complexity of activity. It introduces to the science of psychology the term activity, which has a personal meaning. The formation of a person's personality leads to the conclusion that it is possible to find its psychological expression in the growth of motivation.

CONCLUSION

The "world of the XXI century" faces global challenges. But until they escalate, the solutions will remain the same. The reason for this is that culture, as well as human culture, lags behind the culture of governance that

is part of it. It is natural for all of us today that the issue of governance in the developed countries of the world is of great interest. Take Japan as an example. Japanese management, like any other country, reflects its own historical characteristics, culture, social psychology and many other peculiarities. It should be noted that the Japanese methods of biomanagement are quite different from the European and American methods. More specifically, the observation of the main differences between the Japanese management and the American and European management models can be seen as a result of their unique approaches to issues of culture, history and spirituality. In Japanese management, which is based on the support of the spirit of modernity, almost all the moral and spiritual support of personal influence is used.

In this regard, the leader must meet a number of requirements. "Leadership" is defined in the sources as management, counseling, observation, guidance, instruction. The leader must skillfully use his rights and powers in the interests of the nation as a whole and in the interests of the staff. However, without compromising the interests of the state, personal interests must be subordinated to the common good. The leader must be calm, able to behave in any situation, polite and courteous. He must be able to control his moods and emotions, to be an example to his subordinates in his behavior.

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