

MODERN EDUCATIONAL SYSTEM AND INNOVATIVE TEACHING SOLUTIONS ON THE ISSUE OF WOMEN'S LEADERSHIP IN MANAGEMENT

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Abstract: *The article discusses the role of women in society, political, cultural, and legal views, their activation in both social life and economic reforms, the emergence of various artificial obstacles to the principles of equality in the manifestation of women's activity in management, their actions as active members of society, career issues, management, and work in a team in general.*

Keywords: *society, economic reforms, political, cultural, and legal views, behavior, women's activity in management, women and men, career, management, female leaders.*

It is known that under the influence of the "modernization" of society, the role of women in society, political, cultural, legal views, and behavior have changed somewhat. In particular, women, along with raising children in the family and serving their husbands, began to find their place in society. Stereotypes and norms of activity were formed in women.

The role of women also began to be clearly felt in the changes in political processes in countries, the civilization of cities, and economic reforms. Women became active not only in working together with their families, but also in social life. In particular, women established various foundations and societies and began to manifest themselves in political movements. Women united around non-governmental non-profit, public organizations, and political parties and had the opportunity to solve their own problems.

As women moved beyond the norms of social stereotypes and social adaptation, their psychological characteristics and abilities began to manifest themselves. The fact that women were paid a decent wage for their work and had the opportunity to contribute to the family budget not only solved financial issues in the family and society, but also played an important role in the formation of self-confidence, respect, incentives and motives in them.

In particular, by the mid-70s - early 80s, representatives of the field of social philosophy and sociology began to study the problems of women and men, the fact that the gender gap in recommending women to senior positions was too large, and the ineffectiveness of assessing women based solely on their personal characteristics, began to become an object of research.

The issue of the emergence of various artificial barriers to the principles of equality in the manifestation of women's activity in management, in their actions as active members of society, in career issues, in management, in general, in collective work, that is, the inextricable link with social stereotypes, began to be put forward. The term "social stereotype" was first used in science by W. Lippmann, who, in his opinion, "social stereotype" means an organized, systematized, determinant "image" of the world in the

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human mind. According to the researcher, the representation of these complex social objects is a way to save human energy, protect their culture, views and rights. Also, "social stereotypes" are ethnic, racial, and in very rare cases, professional or age-related[1].

Social stereotypes, according to the Russian scientist O.V. Mitina, are social assumptions and gender stereotypes that are transmitted from generation to generation, govern the intellectual level of a conscious society, and are associated with the distant past. They are formed by the long history of the development of society and have political, religious, cultural, economic, social, and historical aspects, he explains [2]. Researcher V.S. Ageev, on the other hand, emphasizes that social stereotypes are an emotional and stable image of a certain social group or community, and the main emphasis is placed on stability, rigidity, and conservatism in the dynamic characteristics of determining a social stereotype. This is manifested in the ability to successfully resist any changes in information.

V.P. Trusov and L.H. Strickland believe that the emergence of negative views in society regarding "social stereotypes" is due to the existence of perceptions that stereotypes can have a negative impact on the establishment of interpersonal relationships. The researchers also explain that "social stereotypes" can also play a constructive role in interpersonal relationships.

It is observed that the problem of social stereotypes has been studied mainly in the framework of ethnic, racial and sexual stereotypes in the studies conducted by most foreign scientists.

The placement of women in management positions, the problems of their activity, the effectiveness of women's management, and their socio-psychological characteristics are studied by American scientists: Bass, Hollander, Paull, Igley, and Johnson; the motivation of women in management by Donell and Hell; and the positive abilities of women in management to resolve conflict situations by Duane. In particular, the issues of delays in promoting women's candidates to management positions, artificial obstacles, and career discrimination have been widely studied mainly by European and American social psychologists and sociologists.

The concept of the "glass ceiling" was first used in 1980 by Lynn Martin in the theory of gender studies of social and gender stereotypes.

The 1991 US Department of Labor report on the concept of the "glass ceiling" also shows situations related to this problem. In particular, it is stated that women who have been working in lower positions in an organization for many years, whether nominated for management positions or not, have all the characteristics of leadership compared to men who are pursuing a career, and that women are completely suitable for the role of leader [4].

In her views on the problems of the role of women in management, researcher Stroh emphasizes that the passivity of women in career growth is due to their lack of ability or motivation, but if a woman with good work experience has a high desire to make a

career, then gender does not play a role in career advancement. Thus, social stereotypes play an important role in human life to one degree or another, positively or negatively.

Researcher Ye.G. Shchelokova believes that any type of person can achieve a career if they have a high level of self-development and self-awareness. She believes that people with a high level of self-development are characterized by going "deeper" in their career growth rather than "upward" [5].

Morrison and Von Glinov, summarizing the results of a group of scientists such as Friedman and Phillip, Hellman and Martel, Ligan and Yutz, who studied gender stereotypes of women in social life, conclude that gender stereotypes about the unsuitability of women for leadership roles in society are so strong that they negatively affect the selection of personnel and the consideration of women's careers. Researchers also note that the fact that women are considered in social life to be in the home, in the family, or as "bad" leaders, unfit for responsible work, inevitably leads to their rejection of management positions. Darley believes that when we think about people in terms of their social status and role, we often forget that a woman can be a kind, vulnerable, sensitive, attentive, mother, and a demanding, thoughtful and effective leader in an organization. Researchers Shane and Muller's observations have shown that in the minds of people in society, the image of a "successful leader" is predominantly embodied in the image of a "man."

In our opinion, in activity, in social life in general, there are social stereotypes based on false concepts, which can reduce human behavior to a certain model. That is, social stereotypes based on "false" concepts that have become embedded in the human mind can reduce behavior to a single "pattern". This leads to human behavior going in the wrong direction from the very beginning. Therefore, we can consider that social stereotypes can lead a person, or even a group, to a dead end. This leads to manipulation of other individuals over groups. As a result, it can cause personal failure in a person, various misunderstandings in society, quarrels, wars, and in social life, fear, hatred and discomfort between individuals. False stereotypes not only derail human life, but also lead to increased hatred in people towards the race, nationality, appearance, and lifestyle of others. An example of this is the socially stereotyped notion that "an intelligent woman cannot be happy in her personal life."

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3. “Стеклянный потолок”(Glass ceiling) - 1980 yillarda Linn Martin tomonidan gender tadqiqotlari nazariyasiga kiritilgan tushuncha. Mavhum va formal ma’noni anlatmaydigan sun’iy to’siq. Ayollarni karerada o’sishi, professionallik jihatlari bilan bog’liq bo’lmagan, mansab pillapoyalarida o’sishini chegaralashni anglatadi.

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