

FACTORS AFFECTING THE ADAPTATION OF YOUNG SPECIALISTS TO A NEW TEAM

Shodiyeva Raykhon Saydullayevna

Senior Lecturer, Department of Humanities, Perfect University

Khakimjonova Gulyuzoy Muminjon qizi

1st-year Student, Primary Education Program, Perfect University

Annotation: *This article provides an extensive analysis of the organizational, psychological, social, motivational, and personal factors influencing the adaptation of young specialists to a new workplace team. It examines the stages of the adaptation process and offers recommendations for ensuring effective adaptation.*

Keywords: *psychology, adaptation, interpersonal communication, adaptation, professional integration, psychological factors, corporate culture, psychology.*

Аннотация: *В данной статье широко освещаются организационные, психологические, социальные, мотивационные и личностные факторы, влияющие на адаптацию молодых специалистов к новому трудовому коллективу, анализируются этапы адаптационного процесса и даются предложения по обеспечению эффективной адаптации.*

Ключевые слова: *молодой специалист, процесс адаптации, трудовой коллектив, адаптация, профессиональная интеграция, организационные факторы, психологические факторы, корпоративная культура, стиль руководства.*

Annotatsiya: *Mazkur maqolada yosh mutaxassislarining yangi mehnat jamoasiga moslashuviga ta'sir etuvchi tashkiliy, psixologik, ijtimoiy, motivatsion hamda shaxsiy omillar keng yoritiladi, moslashuv jarayonining bosqichlari tahlil qilinadi va samarali adaptatsiyani ta'minlash bo'yicha takliflar beriladi.*

Kalit so'zlar: *yosh mutaxassis, moslashuv jarayoni, mehnat jamoasi, adaptatsiya, kasbiy integratsiya, tashkiliy omillar, psixologiyaviy omillar, korporativ madaniyat, rahbarlik uslubi.*

In the modern labor market, the successful start of their professional activities and rapid adaptation of young professionals to the new working community are seen as an important factor. Successful adaptation not only increases productivity, but also affects the quality of the labor process. A young employee who enters a new team will face various difficulties in such aspects as the complete fulfillment of the tasks set before him, adaptation to the socio-psychological environment, acquisition of labor standards, development of professional competencies. Therefore, it is important to scientifically study the factors that influence the adaptation process of a specialist.

In the conditions of today's globalization, the labor market is developing rapidly, while enterprises are increasingly in need of highly qualified, new-minded, flexible young specialists. Since young professionals who have graduated from educational institutions are

just starting professional activities, the specific requirements of the labor process, the internal norms of the enterprise, the culture of the community and the system of professional relations seem to be novelties for them. Therefore, the rapid, effective and high-quality hanging of young employees on the new team directly affects not only their individual activities, but also the overall development indicators of the organization.

Adaptation of a young specialist entering a new team is a complex, multifaceted psychological, social and organizational process, characterized by the fact that the employee gets used to a new environment, accepts requirements and norms in it, acquires professional roles, finds a place in the team, and is able to fully demonstrate his potential. Adaptation of a young specialist entering a new team is a complex, multifaceted psychological, social and organizational process, characterized by the fact that the employee gets used to a new environment, accepts requirements and norms in it, acquires professional roles, finds a place in the team, and is able to fully demonstrate his potential. The rapid or slow course of this process depends on many factors: leadership style, psychological climate of the team, level of professional training, working conditions, personal qualities, communicative skills, level of motivation, etc.

Currently, in many organizations, separate adaptation programs are being developed in order to effectively use young personnel, integrate them into the team, develop professional competencies and increase labor productivity. However, the success of the adaptation process depends not only on formal systems, but also on socio-psychological relations, the level of collective support, the presence of a mentoring system, the personal motives of the employee. Therefore, an in-depth scientific analysis of the factors affecting the adaptation of young specialists, the determination of their content and interdependence are considered an urgent issue for modern personnel policy.

Adaptation (adaptation) is the process by which an employee gets used to new working conditions, culture and professional requirements of the enterprise, adopts the rules of the team, and reaches the level of effective performance of professional tasks.

□The main tasks of adaptation: to establish reliable interaction with team members;

□understanding the essence of labor processes and technological requirements;

□compliance with the values of the enterprise, internal regulations and moral standards;

□to improve their professional skills and be able to show themselves

□Stages of the adaptation process:

Orientation stage

The employee gets acquainted with a new place of work, leaders, procedures. The main tasks of adaptation: to establish reliable interaction with team members. The specialist feels like a full-fledged member of the team.

Integration stage

The employee's activity stabilizes, his contribution to the team is visible.

Organizational factors affecting the adaptation of young professionals

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The impact of working conditions on the adaptation of young professionals (expanded version)

Working conditions are one of the determining factors in the process of adaptation of a young specialist to a new team. The convenience of the workplace, the adequacy of technical means, safety requirements and the regulatory organization of the labor process directly affect the psychological state, attitude to work and professional activity of the employee. Below, the main components that affect the speed of adaptation are illuminated by extension.

1. Ergonomic Organization of the workplace

The height of the employee's desktop, the level of lighting, the convenient location of the computer monitor, the temperature at the workplace and the correct operation of the ventilation system form the main elements of ergonomics. An ergonomically correctly organized working environment reduces the physical fatigue of a young specialist, increases performance productivity and reduces the impact of negative factors. On the contrary, an unfavorable working environment slows down the adaptation process, leading to situations such as rapid fatigue, decreased attention, decreased mood.

2. Sufficiency of technical equipment

It is also important that the young specialist is provided with modern techniques and software tools necessary for the performance of professional tasks. The lack of computer, internet speed, necessary equipment or special programs reduces the employee's pace of work, prevents him from fully demonstrating his professional potential.. Sufficiency of technical equipment

It is also important that the young specialist is provided with modern techniques and software tools necessary for the performance of professional tasks. The lack of computer, internet speed, necessary equipment or special programs reduces the employee's pace of work, prevents him from fully demonstrating his professional potential. Conversely, having a high level of technical support helps the specialist feel confident, work without problems, and quickly integrate into the team.

3. Ensuring safety and sanitation requirements

Compliance with safety rules in the labor environment, the full provision of Hygiene and sanitary requirements are an important factor for the mental stability of the employee. A safe work environment reduces anxiety, fear, or states of malaise in a young professional. Sanitary requirements, on the other hand, provide physical comfort and serve to prevent disease.. Ensuring safety and sanitation requirements

Compliance with safety rules in the labor environment, the full provision of Hygiene and sanitary requirements are an important factor for the mental stability of the employee. A safe work environment reduces anxiety, fear, or states of malaise in a young professional. Sanitary requirements, on the other hand, provide physical comfort and serve to prevent disease. In such conditions, the employee feels valued, which manifests itself as a positive factor accelerating the adaptation process.

4. Normalization of workload

For a young specialist, the correct normalization of workload in the initial period is very important. Overloading increases stress levels, exacerbating internal anxiety in the employee that "I can't", which slows down the adaptation. On the contrary, the provision of gradual loading, the allocation of time to study new tasks, the provision of practical assistance-psychologically supports the employee and facilitates his adaptation to the labor process.

As a conclusion

Good working conditions reduce the stress level of a young specialist, ensure his physical and psychological comfort, help him feel like a full-fledged member of the team. As a result, the adaptation process is significantly accelerated, the employee's labor efficiency increases, and he more effectively realizes his potential.

Leadership style

The leader's supportive, democracy-based management style helps the young employee take the initiative. working conditions reduce the stress level of a young specialist, ensure his physical and psychological comfort, help him feel like a full-fledged member of the team. As a result, the adaptation process is significantly accelerated, the employee's labor efficiency increases, and he more effectively realizes his potential.

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The following types of leadership have a positive impact on adaptation:

mentoring and curatorship system;

open communication, creating opportunities for expression of opinion;

constructive approach to mistakes.

Psychological factors

Psychological factors play an important role in the adaptation of young specialists. They are inextricably linked with the internal state of the employee, self-assessment, emotional stability and stress resistance.

Social factors

Social factors are related to the employee's collective relationships, social roles within the group, and the social climate in the organization.

4.1. Socio-psychological climate of the team psychological factors

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4.1. Socio-psychological climate of the team

A healthy social environment is characterized by:

mutual respect,
support,
constructive criticism,
team solidarity.

Negative climate – conflicts, intergroup competition, indifference-slows down the adaptation process.

Professional factors

5. Professional factors are associated with the knowledge, skills and qualifications of a specialist.

5.1. Professional training level

If the professional training of a young specialist is sufficient:

quick access to the work process,
easy to perform complex tasks,

the number of errors will be low. Negative climate – conflicts, intergroup competition, indifference-slows down the adaptation process.

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the number of errors will be low.

If there is a shortage, further training is required.

5.2. Professional competencies

Basic competencies:

analytical thinking,
responsibility,
creativity,
solving problems,
use of technology.

Young professionals with high professional competencies are quickly integrated into the team.

5.3. Professional development opportunities

If an organization:

trainings,
qualification,

mentorship,
career growth

the adaptation process is more efficient if it gives opportunities such as.

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Motivational factors

Motivation is the driving force behind the adaptation process.

The adaptation of young professionals to a new team is a complex psychological, social and organizational process, which is influenced by many factors. For the adaptation process to be effective, leader and team support, the development of corporate culture, a positive psychological environment, motivation and opportunities for professional growth are important.

Proper management of the adaptation process directly affects the success in the professional activity of the employee, the effectiveness of the team and the competitiveness of the enterprise. Therefore, organizations need to pay special attention to the adaptation process of young professionals.

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