

SOCIAL PSYCHOLOGICAL FEATURES OF STRESS PREVENTION IN THE PROFESSIONAL ACTIVITY OF THE INDIVIDUAL

Jumanova Ugiloy Sadigjonovna

GulDU trainee researcher

The life of a modern person is full of stressful situations. The rapid pace of life, difficulties at work, lack of money, family problems, children and health problems, difficulties in interpersonal relationships - all this, etc., cause stress. A person lives in a stressful state from year to year, as a result of which anxiety increases, he suffers from insomnia, a constant feeling of fatigue appears. Despite the fact that many works dedicated to this socio-psychological phenomenon are published today, the topic of stress prevention and prevention remains relevant for solving problems associated with a healthy and full-fledged life of a person and his effective professional activity. The need to study the problem of stress prevention is determined by the tendency to live in constant mental stress and the realities of modern society, where there is a lack of ability to cope with stressful situations.

Presentation of the main material of the article. Stress is studied by disciplines such as medicine, biology, sociology, physiology, psychology, etc. And each of them gives its own definition to this concept.

Thus, in the medical encyclopedia, stress is a non-specific reaction of the body that develops under the influence of various intensive or new effects (pain, coldness, excessive physical activity of psycho-emotional damage, etc.).

In biology, stress is understood as any tension or barrier that prevents the body from working .

Sociological Science defines stress as a state of general tension that occurs in an individual under extreme conditions at the physiological, psychological and behavioral levels .

I.P.Pavlov experimentally confirmed that stress is a change in the nervous activity of the body, manifested by inhibition or hyperactivity. In the first case (inhibition reaction), the overall activity of the individual decreases, reflex activity is impaired. If a state of overexcitation occurs, the body experiences arousal, restlessness, sleep disturbances, and an excess of adrenaline. Simply put, a person goes out of an equilibrium state and enters one of the extreme states: apathy or hyperactivity. I. P. Pavlov proved that both cases are harmful and harmful to the body .

E. Gellgorn claims that during stress, a person can experience negative and positive emotions. Their nature depends on two branches of the autonomous system - parasympathetic and sympathetic, and what stress factor they respond to. Parasympathetic negatively affects a person's nervous system, causes a feeling of relaxation and leads to a depressive state. Sympathetic brings positive emotions, excitement, joy, there is an increase in strength.

R. Lazarus, who developed a strategy to overcome a person's behavior while experiencing stress, defines stress as an individual's reaction, determined by his subjective assessment of the threat (stress factor) and his resources to overcome this threat. R. Lazurs emphasizes the validity of an independent approach in assessing the threat and the subsequent process of its elimination .A.G. Maklakovning yozishicha, stress tananing tashqi yoki ichki talablariga o'ziga xos bo'lmagan javobidir ⁴.

Yu. V. According to shcherbati, stress is an uncharacteristic reaction of the body to a sufficiently strong or long - term effect of the external or internal environment that triggers the neurogormonal mechanisms of adaptation to these effects [6, p.15].

V.P. Zinchenko and B. G. The psychological dictionary, edited by Meshcheryakov, reads "stress is a state of mental stress that occurs in a person both in everyday life and in special conditions, for example, during a spaceflight, in the process of activity in the most difficult, difficult conditions." [5, C. 404].

How to identify signs of Stress.

Identifying the first signs of stress can be very important to combat it.

Stress can manifest itself in various forms, both explicit and implicit.

Characters may include:

Strengthening conflicts between teammates

So often sick days

Mood or visible fatigue

Slow down motivation and self-confidence

Increase the duration of the working day with a decrease in productivity

A sharp decrease in the quality of work in the clock

Changes in appearance, such as irregular appearance or drastic change in weight

⁴ Щербатых Ю.В. Психология стресса и методы коррекции. - СПб., 2012.-С.456

The growth of personnel turnover and the reduction of personnel

The rise of cynicism or negativism

More complaints and messages about Stress / digitpol

Communication also plays an important role in determining when team members are stressed. Line managers can regularly discuss stress and its consequences with their teams — both in a group and in face-to-face meetings.

These conversations can reveal the essence of stress factors. Sometimes very specific external factors, such as illness, family or financial problems, or a newborn at home, can cause stress to the team member.

It is important for executives to be aware of these external stressors, as they can have a significant impact on performance and the behavior of team members.

In the psychological literature, different types of stress are distinguished. Stress on the effect on the body can be positive (eustress) and negative (sadness). With Eustress, a person mobilizes the mental and physical forces of the body (for example, when taking an exam). Resentment leads to a decrease in the strength of the body—a person lowers his hands, he becomes nervous, distracted (for example, after parting with a loved one).

Acute stress is the body's attitude to a phenomenon that has lost its mental balance (for example, conflict with a boss, a quarrel with a loved one).

Constant physical or spiritual load leads to chronic stress (for example, unsuccessful job search, prolonged conflict in the family).

Physical overload, exposure to harmful environmental factors, work in dangerous or extreme conditions, irregular nutrition, insomnia, heat, cold, thirst, hunger, diet contribute to the emergence of physiological stress.

Physiological stress occurs:

- chemical-chemical exposure, associated with lack or excess of oxygen;

- biological-caused by various diseases;

- physical-this type of stress is caused by excessive physical activity or professional sports;

- mechanical-causes damage to the body (skin or organ) as a result of violation (injury or surgery) of its integrity.

It is also possible to distinguish between types of psychological management, emotional, nervous, informational, professional stress. Psychological stress is understood as the body's response to a violation of the

mental stability of an individual due to mental overload (for example, at work).

The most common causes of workplace stress

But why is the stress at work getting worse?

Understanding the root causes of stress at work makes it easier to take measures to solve and prevent the problem. Common causes include:

Huge workload. Overwork can cause a lot of stress and fatigue.

The workload is not enough. Surprisingly, doing too little can also cause stress. Experts may feel that their employers are not using their skills. This can make people worry about job security.

Concerns about job security. Doubts about job stability can be alarming, but only 16% of professionals see it as one of the causes of stress in the workplace.

Colleagues and bullying. Complex workplace relationships, conflicts with colleagues and bullying have a strong impact on mental health.

Lack of qualifications and professional training. Inadequate training and lack of support can cause people to feel unprepared, overload work demands, and consequently stress.

Bad management. Micromanagement can prevent team members from performing at their best. In addition, they may feel that they should always look at their shoulders. A weak leadership and multiple subordination system can undermine team members' confidence in their ability to support them in solving any problems their organizations face.

Lack of communication. Poor communication leads to misunderstandings, and can also mean that team members do not express their needs when they feel overwhelmed.

Culture of judgment. A culture that accuses people of making mistakes when they feel like walking on their heels creates a stressful environment based on fear in the workplace.

Lack of control. Experts cope better with stress when they know what they can control. When people are unable to influence decisions, processes, and work styles, they may experience a high level of stress.

Long runs. Long and strenuous commuting can increase daily stress.

Work from home. The transition to remote work is also accompanied by stress factors. Working remotely can alienate people and cause a feeling of loneliness. It can also blur the boundaries of work and life, disrupt the balance of work and life.

Adaptation to changes. Constant changes in the workplace can create uncertainty and make people feel that they do not have the stability necessary to fulfill the demands of their work.

Since there are no universal preventive means that allow you to avoid the various consequences of stress in professional activities in the same way, psychological means of stress prevention should be selected depending on the type of functional state, personal characteristics, specifics of the situation and professional activity. In this regard, an important component of any psychological prevention and Correction programs is complex psychodiagnostics, which includes methods for studying stressful conditions, stress resistance of an individual, professional and organizational stressors, as well as strategies for overcoming behavior.

LITERATURE USED:

1. Druzhinin V.M "Experimentalnaya psychology". Peter. 2001y.
2. Barotov Sh.R. "Labor process and social mental aspects" // Economics and reporting. - Tashkent, 1997.
- 4."Critical analysis, strict discipline and personal responsibility should be the Daily rule of the activities of each leader", etc.Mirziyoyev . January 31, 2017.T:2017
5. Social psychological problems, causes and solutions of young people. Collection of articles. Tashkent 2020
6. <http://www.Psixologiya.uz>