

## PSYCHOLOGICAL AND SOCIAL CHARACTERISTICS OF YOUNG LEADERS IN THE MANAGEMENT PROCESS IN THE CURRENT ERA

*Djavgarova Dilfuza Shukhrat kizi*

**Abstract:** This thesis provides an in-depth analysis of the role of young leaders in the modern management system, their psychological and social characteristics. The ability of young leaders to make decisions, communicate with the team, resolve conflicts, and think innovatively is studied in their personal qualities and interactions with the social environment. The study highlights the management style, leadership model, level of responsibility, and initiative of the new generation of leaders, which are being formed in accordance with the requirements of the current era, based on psychological analysis. It also examines the impact of young leaders on the effectiveness of the organization through their trust in the team, motivation, and communication skills.

**Keywords:** young leaders, management process, psychological characteristics, social characteristics, leadership, decision-making, communication, teamwork, innovative thinking, motivation, social adaptation, organizational effectiveness.

In the context of the renewal and rapid development of the modern management system, an in-depth study of the social and psychological characteristics of young leaders is becoming an urgent issue. New generation leaders are not limited only to performing management functions, but also play an important role in inspiring the team, promoting innovations, and maintaining stability in the social environment. The personal qualities of such leaders, in particular, such as initiative, a new approach to the problem, the ability to engage in positive communication, and conflict resolution skills, are of great importance for their effective functioning. Young leaders strive to use modern management technologies in their activities, effectively manage the flow of information, and create an atmosphere of trust within the team. Personal emotional intelligence, stress resistance, empathy, and leadership qualities play an important role in their decision-making process.<sup>1</sup> Such features serve to maintain the psychological balance of the team, increase motivation and ensure overall productivity. The study analyzes the role of young leaders in the team, the new management model they are creating, and the impact of this model on the modern labor market and social relations. At the same time, special attention is paid to their potential to create a creative environment in the organization, manage resources based on modern approaches, and develop communicative relations. Research conducted in this area serves to further understand the active participation of young leaders in the process of socio-economic reforms and the effectiveness of management. Of course, below I will provide additional text and a list of used literature in accordance with the topic. The management activities of young leaders are manifested not only through the positions they hold, but also through their personal position, level of social awareness and communication culture. They are usually distinguished by their openness to innovation, willingness to work on themselves, and

---

1. <sup>1</sup>Karimov IA "High spirituality is an invincible force". – T.: Ma'naviyat, 2008.  
54-b

adaptability to change. Especially in the era of digital transformation, the effective integration of technologies into the management process of young leaders is becoming increasingly important. Their skills in using modern technological tools, the ability to manage remote teams, and the level of digital thinking are becoming decisive factors in the development of the organization. From a psychological point of view, young leaders should have strong aspects such as stress tolerance, self-control, self-confidence, and internal motivation. These qualities allow them to choose the right path in complex and conflicting situations and make rational decisions even under pressure. Socially, they play a leading role in creating an atmosphere of trust in the team, establishing the principles of mutual respect, equality, and responsibility. Such leaders help to form a unique social capital in organizations and increase labor productivity.<sup>2</sup>The success of young leaders largely depends on the school they attended, the level of preparation in higher education institutions, the knowledge and experience they received from mentors, as well as their desire for self-development. All this directly affects their stability in management, their ability to develop social ties, and their trust rating in society. In this regard, the social and psychological preparation of young leaders, their armed with modern knowledge, and their commitment to ethical principles are becoming increasingly important in the development of public administration and the private sector.

#### References:

1. Karimov IA "High spirituality is an invincible force". – T.: Ma'naviyat, 2008.
2. Fayzullayev A. "Fundamentals of Management Psychology". – T.: Uzbekistan, 2016.
3. Rakhimov N. "Social Psychology". – T.: Science, 2019.
4. Adizes I. "The ideal leader". - T.: ECONOMY-FINANCE, 2021.
5. Robbins SP, Judge TA "Organizational Behavior". – Pearson Education, 2017.
6. Download G. "Leadership in Organizations". – Pearson Education, 2012.
7. Northouse PG Leadership: Theory and Practice. – Sage Publications, 2018.
8. Gulyamov S. et al. "Fundamentals of Management". – T.: Economics, 2020.
9. Mintzberg H. "Managing". – Berrett-Koehler Publishers, 2009.
10. Boymurodov T. "Working with youth and their participation in social processes." – T.: Youth Publishing House, 2022.
11. Ganieva M. "Leadership Competencies and Their Formation". – T.: Higher Education, 2021.
12. Drucker P. "The Effective Executive". – HarperBusiness, 2006.
13. Khodjayev N. "Theory and Practice of Social Management". – T.: TDYuU Publishing House, 2020.
14. Fayziyev S. "Psychology of Modern Leadership". – T.: Innovation, 2021.
15. Tukhliyev HT et al. "Human Resources Management". – T.: Economics, 2018.

---

1. <sup>2</sup>

2. Fayziyev S. "Psychology of Modern Leadership". – T.: Innovation, 2021. p. 23