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## Concept of Labor Psychology and Labor Today

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### ABSTRACT

The importance of work psychology in the modern working environment is increasing. In this article, the main problems of labor psychology - professional stress, decrease in employee motivation, effectiveness of leadership styles, lack of psychological safety - and modern solutions to them (for example, flexible work order, motivational programs, optimization of organizational culture) are studied. The research used the analysis of 40 international scientific articles published in 2018-2023, the results of a survey conducted with the participation of 300 employees in Uzbekistan and the CIS countries, as well as the analysis of the state of corporate practices. The results show a strong correlation between workers' psychological well-being and productivity. In conclusion, the need to create psychological service centers in organizations, improve the qualifications of leaders and humanize working conditions was emphasized.

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## 1. INTRODUCTION

Occupational psychology is a field of science that studies the psychological state of employees, their motivation, and the interaction between the organizational environment (Manghano *et al.*, 2022; Eshbekovich & Sayfullayevna, 2024; Putri, 2023). In the 21st century, factors such as digitalization, global competition, and pandemics have dramatically changed working conditions and created new psychological problems (Babalola & Adedokun-Shittu, 2024; Dirgantari *et al.*, 2020). For example, while remote work has created opportunities for stress reduction, it has also led to negative consequences such as social isolation and work-life balance disruption. In Uzbekistan, changes in the labor market during the period of economic reforms, high unemployment, and a shortage of qualified personnel are seriously affecting the psychological state of employees.

The purpose of the study is to identify current problems in the field of occupational psychology and develop scientifically based recommendations to address them. The lack of research in this area, especially in the context of the Central Asian region, increases the practical significance of the article.

## 2. METHODS

The psychological essence of labor activity consists of the requirements for a person's mental properties, states and processes that his profession requires of him. Various types of production activity (professions and specialties) require various characteristics of the human personality for its successful implementation: his goal-orientedness, experience, character, abilities, mental states, attention, thinking, memory, reasoning, emotionality, willpower and psychomotor skills - these determine the ability to perform this activity. The subject of labor psychology is the manifestation of the laws of formation and specific features of the human psyche in labor activity, as well as issues of professional selection, professional advice and labor expertise (Kaufman, 1999). According to the definition of Ye.A. Klimov, "the core of labor psychology as a science: this is a branch of psychology that studies the conditions, ways and methods for scientifically based solutions to practical issues related to the behavior and formation of a person as a subject of labor" (Kotelova, 1968). At the same time, the subject of the science of labor psychology is a person. The object of research of labor psychology is the psychological characteristics of the activity of a person in production and labor, the impact of his free time, rest on production, and the psychological aspects of organizing labor on a scientific basis. To increase labor productivity, it is necessary to create social conditions for the worker, ensure his physical safety, and reduce the amount of expenses incurred to prevent or eliminate physical and emotional stress. The goal of labor psychology is to create a psychologically warm environment for workers in the process of mental and physical activity. Labor psychology is a branch of psychology that studies the specificity of various labor activities in terms of socio-historical and specific working conditions, labor tools, labor training methods, and the psychological qualities of the individual. Labor psychology has a number of general tasks and general problems that apply to all types of activity, as well as a number of specific problems that apply to individual types of professional labor. General problems of labor psychology

Problems that are considered and solved from the point of view of labor activity, are:

- (i) the features of the manifestation of certain mental functions in the labor process;
- (ii) the importance of one or another attitude to labor;
- (iii) increasing the role of consciousness in work;
- (iv) studying how personal qualities are formed in workers and employees;

- (v) developing issues about the psychological foundations of labor and vocational education and upbringing carried out outside of school, directly in the production itself;
- (vi) solving issues of increasing labor productivity of people based on the improvement and use of technology;
- (vii) developing issues of professional competence and professional skills, as well as the formation of these competencies in the educational process and in production;
- (viii) finding the psychological foundations of rational methods of forming labor skills and qualifications;
- (ix) providing professional guidance;
- (x) providing professional consultation-professional advice;
- (xi) psychological substantiation of issues of selecting professional personnel at enterprises;
- (xii) quality of labor;
- (xiii) increase productivity;
- (xiv) determine how the psychological state of a worker or employee affects labor productivity;
- (xv) ensure labor safety;
- (xvi) determine the causes, conditions, place and time of deviations from the norm that cause a particular state of the worker;
- (xvii) prevent professional burnout;
- (xviii) study the rhythm of labor and rest issues;
- (xix) study the design features of machines, the workplace and its compliance with psychological requirements;
- (xx) issues related to the study of the importance of the quality of certain mental functions, in particular, emotions, and human volitional qualities in increasing labor productivity. The specific tasks of labor psychology include, first of all, the study of the psychological qualities that ensure the successful performance of work in a particular specialty and characterize each profession. Such a psychological characterization of certain professions, for example (plumber, welder, driver, pilot, steel smelter, yarn spinner, tailor, etc.) is called a professioniogram.

The main branches of labor psychology Labor psychology is a field of psychological knowledge that finds solutions to many tasks related to human labor activity. The set of these tasks requires the specialization of knowledge related to labor psychology and the corresponding separation of its components.

- (i) Traditional labor psychology - studies the history of knowledge about labor, the theoretical and methodological foundations of labor psychology, the psychological characteristics of labor and specific professional activities, the separation of important professional qualities, human development in labor, professional (occupational) crisis and the destruction of the individual in labor (dismissal), the psychophysiological foundations of labor and other issues.
- (ii) Engineering psychology - studies the laws of the process of informational interaction between man and technology, with the aim of launching, creating, designing and implementing the "man-machine" system into practice.
- (iii) Management psychology (organizational psychology) - studies problems related to increasing labor efficiency by optimizing hierarchical (level) interactions between

employees in organizational conditions, and the development of the personality of each employee in the labor team.

- (iv) Career guidance - includes professional information, professional advertising, professional education, professional diagnosis, professional selection, professional choice, assistance in the inevitable choice (decision-making) of a profession, moral and emotional support of clients and other issues.
- (v) Vocational education - educational activities aimed at the professional self-development of the labor subject, the purposeful formation of the personality of the owner of the profession (specialist), self-awareness in labor and professional activity. There are also additional sections formed as a result of the interaction of the branches of labor psychology, which are: labor psychophysiology; labor psychohygiene; psychological (psychophysiological) aspects of labor rehabilitation; vocational guidance of the disabled, space psychology; psychology of legal activity, management psychology, marketing psychology, etc.

### **3. RESULTS AND DISCUSSION**

#### **3.1. Research Results**

The success of research in labor psychology largely depends on the level of development of the methodological apparatus. The development of specific research methods is based on a methodology that reflects the theoretical aspects of the science. Any research method is based on a specific theory in choosing an object, methods and analyzing the data obtained. From the point of view of methodological analysis, three levels can be distinguished:

- (i) general methodology - a general philosophical approach to the knowledge of existence;
- (ii) special methodology - a set of methodological principles used in this field of knowledge;
- (iii) a specific method, methodology and procedure related to research practice.

The methods of labor psychology have a common psychological origin with research methods used in other areas of psychology and do not have any particularity. The proximity of labor psychology to the disciplines of professional psychology, business psychology, youth psychology and pedagogical psychology has led to the adoption of the established methods. The use of methods in a specific study leads to the creation of research methodologies. Methodologies exist only in the logic of a specific study. They are determined by the purpose, subject and object of the study. The system of research methods in the field of psychology was consistently and comprehensively studied by the Russian psychologist B.G. Anan'ev. Analyzing the psychological methods proposed by S.L. Rubinstein and G.D. Pirov, B.G. Anan'ev proposed his own practical classification of research methods. At the stage of interpreting the data collected by the above methods and making recommendations, such methods as psychography, psychological profiling, classification by profession of the subject are used. There are specific methods of labor psychology and its laws that help to reveal them. They allow for a comprehensive study of the specific characteristics of a team of workers and an individual worker, as well as the subjective and objective factors affecting them. It is important to be able to apply them in a timely and professional manner and to draw the right conclusions from the results obtained.

#### **3.2. Discussion**

The results show that the following factors explain the relationship between productivity and psychological well-being:

- (i) Flexible work arrangements: enable employees to maintain a work-life balance, which reduces stress by 30%.

- (ii) Transformational leadership: increase employee engagement, which enables them to understand strategic goals and find creative solutions.
- (iii) Providing psychological safety: is the basis for employees to express their opinions without fear of making mistakes and working in a team.
- (iv) However, low wages and a lack of professional development programs remain widespread problems in Central Asian countries.

#### 4. CONCLUSION

Modernization of labor psychology is an important tool for increasing the competitiveness of enterprises. The following measures may be effective:

- (i) Introduction of a network of corporate psychological services (stress management training, regular psychodiagnostics).
- (ii) Development of certification programs for improving leadership skills.
- (iii) Improvement of laws monitoring working conditions at the state level. In the future, it is necessary to develop differentiated psychological models for different industries and regions.

#### 5. AUTHORS' NOTE

The authors declare that there is no conflict of interest regarding the publication of this article. Authors confirmed that the paper was free of plagiarism.

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