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SOCIO-PSYCHOLOGICAL FEATURES OF WOMEN'S ADAPTATION TO PUBLIC SERVICE

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ABSTRACT

Adaptation of employees in an organization is an important part of the human resource management system. At the beginning of their working life, an employee inevitably faces a large number of difficulties, the bulk of which arise due to the lack of information about the work procedure, criteria for evaluating work, the peculiarities of relationships between colleagues, etc. In addition, when getting job, an employee need to accept the organizational requirements imposed by the organization, reconsider his views and habits, correlating them with the norms and rules of conduct accepted in the organization, traditions and values. The article presents an analysis of empirical data which is supposed to show identifying the socio-psychological features of women's adaptation to public service.

KEYWORDS

Adaptation, escapism, stress, disadaptation, colleague relationships, efficiency.

INTRODUCTION

The position of women in society always attracts the attention of the scientific community. Intense debates about the position and role of women in modern society mainly center around two ideologies: patriarchal and egalitarian. Proponents of the first claim that the world is based on “natural foundations.”

Their destruction leads to the destruction of society. “Natural basis” means the distribution of functions in the family and society. At the same time, the famous thesis put forward about a woman as a mother, a housewife, a guardian of a fortress, from which it follows that the house is a woman’s world. A man is a

breadwinner, a public figure who connects the family with society. They consider this distribution of functions to be natural, since differences by gender are more important than individual, personal differences [8].

This is the main evidence that the involvement of women in social production for the sake of patriarchal ideology has already led to negative consequences in the family, the destruction of the maternal instinct, a decline in morality, and moral immorality. The main part of the supporters of this ideology are the male part of the population. Men often mask their conservatism in assessing women's issues with imaginary concern for women, ignoring social inequality. One of the most important tasks of employers in modern personnel management practice is the selection of employees of the organization with adaptation for the most effective inclusion in the team. The problem of adaptation to a new workplace is also relevant for the person himself, and is characterized by the fact that each person is faced with the need to work and join a new team. Proponents of egalitarian ideology criticize the patriarchal point of view, calling the "natural" distribution of functions a social illusion created by created social conditions.

Equality of roles is based on the personal complementarity of women and men in the family and society. The main thesis supported by the supporters of this ideology is the following: nature has assigned

only the function of birth to women, everything else should be done by both women and men, and everyone should have a free choice [5].

Studying the place and role of women in society is especially important at the stage of formation and development of a society with new socio-economic relations. For a long time there were no problems with the status of women in society.

However, today's global crisis has primarily affected women and families. Thus, there has been a clear tendency towards the separation of the two labor markets, with women moving to a second, less socially prestigious place in production. The process of feminization of poverty continues with the predominance of women among the low-paid, unemployed, and low-income. According to research conducted by scientists, the main status positions of women, determined by a number of indicators, are briefly described. The main ones are: administrative and political power; size and nature of property (goods or capital, i.e. economic power); size and nature of income; moral reward, reputation, influence (spiritual strength); working conditions; prospects for upward social mobility; free time.

From the above classification it becomes clear that the gender aspect of human rights and freedoms should be considered as the basis of the activities of society. It is impossible to talk about the real development of

humanity without taking into account the gender factor. Moreover, in almost all countries women take half or even the majority of the population.

At the same time, today they are deprived of many opportunities in economic and political life compared to men. Gender inequality persists in society due to stereotypical views of men and women. Despite the ratification of the Convention on the Elimination of All Forms of Discrimination against Women in many countries around the world, in reality, women's rights are constantly violated in society, in the family and at work. Violations of gender rights take many forms, ranging from direct violations of equal rights, such as hiring and firing, to the creation of specific barriers to women's rights.

The situation with women's rights has worsened, especially during the period of ongoing socio-economic changes in society, when negative trends in their obvious inequality compared to men appeared:

- in politics: exclusion of women from the structures of legislative and executive power;
- in the economy: increased discrimination in wages, as well as in hiring and firing;
- in culture and the media: strengthening patriarchal relations between the sexes based on the ideology of a woman's "natural destiny", on the one hand, the traditional attitude to their responsibilities, on the one hand, the mass exploitation of sexuality,

on the other hand, to the commercialization of the female body [1].

The weak competitive position of women is reflected not only in employment characteristics, but also in unemployment. Women are the first to suffer when laid off, so the risk of job loss is a serious problem for them. Most working women are afraid of losing their jobs, and almost half are not even sure that they will be able to find a job worse than the one they already have. At the same time, the level of fear of losing a job and confidence in employment opportunities depend on the woman's age and her education. Work-related fears peak at retirement age. One of the factors that supports women's competitiveness in the labor market is the low cost of women's labor. In the context of the transition to a market that is fundamentally different from the historical norms of labor behavior and relations, women are less ready for free and proactive activity than men. Women are forced not only to massively change their social and professional status, but in many cases to reduce it, become unemployed, and then retrain for forms of work that do not require either education or accumulated professional knowledge [7].

As we mentioned above, the success (failure) of female adaptation depends on many factors and, in particular, on social status, which is an integral indicator of a woman's position in society.

Socio-psychological adaptation and sustainability in production activities are becoming relevant as one of the factors for successful adaptation in production activities. Socio-psychological adaptation of a person to production activity is an adaptation to the immediate social environment in the team, to the traditions and unspoken norms of the team, to the work style of managers, to the peculiarities of interpersonal relationships that develop in the team. This means that the employee is included in the team as an equal, accepted by all its members.

Currently, the management of any organization is constantly faced with the need to create an effective adaptation system, including the development of a set of measures that will allow an enterprise employee to successfully enter a new position with minimal losses [6].

Professional adaptation is the complete and successful occupation of a profession, that is, getting used to the profession, adapting to the content and nature of work, its conditions and organization. This is expressed in the acquisition of professional knowledge and skills, to a certain degree of qualification, as well as in the correspondence of a person's character to professional characteristics.

When hiring, it is important to know that the employee has the necessary professional skills. But for completely successful professional adaptation,

stability of work at the enterprise is a condition for its high-quality implementation, as well as general social stability in society and the state. Adaptation (117.62), maladaptation (80.20), lies (20.76), deception (13.14), self-acceptance (34.10), non-acceptance of oneself (23.21), acceptance of others (16.53), rejection of others (17.49), emotional comfort (22.37), emotional discomfort (21.66), internal control (47.03), external control (32.55), In terms of control (11.07), control (18.40), escapism (15.52), the indicators corresponded to the specified standards in the questionnaire were recorded.

For example, on the escapism scale, the norm was determined by the author to be within 10-20 points, and in the results obtained for women it was 15.52. It was determined that the average indicators of all scales correspond to the established standards of the methodology. It can be seen from this that the degree of formation in women of characteristics reflecting social fitness is reflected in the gold standard. The aspect that attracted our attention are the results recorded in the adaptation and maladaptation scale, the norm for which is defined within the range of 68-170 points. For women, this average was 117.62 and 80.20, respectively, and for subjects who scored the maximum points, 202 and 178 points were observed.

From this we can conclude that both adaptation and maladaptation can occur at the highest speed in development in women. For some women, the

indicators of adaptation and maladjustment are at least 50 and 36 points, which means there are subjects with low scores on this scale.

This method, designed to determine the level of a person's adaptability to a new social environment, is a very old method developed by Carl Rogers, one of the founders of humanistic psychology.

He identifies a person's level of adaptation in the social sphere and proposes a number of different situations as the basis for maladjustment: low level of self-acceptance; low level of acceptance of others, i.e. confrontation with them; emotional discomfort, which can be of a very different nature; strong dependence on others, i.e. externality; desire for dominance, etc. According to the descriptive data of the adaptation scale of this technique, the average value of the indicator was 117.2. From this it is clear ($E = -1.208$) that adaptive complexes do not acquire complex differentiation from the point of view of organization in the process of a woman's entry into a new environment. Like all women, it has been noted that flexibility is one of the foundations of professional activity.

In the professional activities of women, such adaptive indicators as control, self-acceptance, internal control, deception, emotional comfort serve to apply a clear phenomenological approach to their positive adaptation; on the contrary, maladaptive motives such

as deception, external control contribute to the formation of control, emotional discomfort, non-acceptance of oneself, escapism, etc.

Based on the results of a study conducted in Russia, it is possible to distinguish typological groups according to the situation of women in the field of employment and according to the criterion of social adaptation to the conditions of the free labor market. The group of respondents adapting to dynamic and new economic conditions in changing work behavior is less than 21%. In terms of their social status, these are, first of all, business women and representatives of the intelligentsia. The same number of female respondents can be classified as an indifferent group, in which female entrepreneurs make up about 24%. More than half of all respondents (about 60%) are pessimists. Frustration—the threat of unemployment and job loss—creates tension and anxiety. In terms of socio-demographic composition, this group consists mainly of office workers, engineering and technical specialists and the unemployed themselves.

Depressive mood also occurs among businesswomen, although half as much; this is not due to unemployment, but to an unstable economic situation and increased risk in the field of entrepreneurial activity [2].

These data indicate that women engaged in entrepreneurial activities are better adapted to new

economic conditions. However, in the psychology of women, in addition to the subjective conditions that determine their inclination and ability to do business, there are also objective conditions that impede the development of women's entrepreneurship, which, as we indicated above, are associated with the position of women in society in the sphere of labor, especially during the transition to market relations.

We can say that women are psychologically less inclined to work than men, since the leading characteristics of women's work are independence, innovation and willingness to take risks. Another important factor hindering the effectiveness of women's social adaptation is the role conflict of working women. Role conflict is a situation in which a person with a certain status experiences incompatible role expectations and is unable to fulfill role requirements. Role conflicts for a working woman arise due to the large number of roles in which she participates (the roles of the family and professional spheres).

According to some researchers (Yu.A. Aleshina, E.V. Lektorskaya, Z.A. Khotkina), this may be caused by unreasonably high demands and role standards imposed by the woman herself [3] reduces the time of self-realization of a woman in the family, which is often leads to excessive tension and conflict load of the role. A woman's professional activity is often associated with the need to provide an average standard of living

for her family. Juggling work and family as a major cause of role strain is a fact that cannot be ignored.

The crisis of adaptation is the failure of production models of socio-economic activity based on professionalism and competence, and conversely, the success of semi-criminal activities not only slows down social dynamics, but also threatens social stability.

According to the research of E.N. Smetanin, there are three levels of women's adaptation to economic conditions. Women with a high level of adaptation see reforms as necessary and beneficial. Their personal affairs are developing well in today's conditions. They have benefited a lot from the reforms. As a result, they experience a state of psychological comfort and continue their work stably.

Due to difficulties, they are characterized by anxiety and emotional instability. But their criticality reflects an average standard. Unlike women with a low level of adaptation, they have a more optimistic outlook on life and note positive changes along with difficulties. The emotional background of life of representatives of this group will be at a more favorable stage of development. The highest level of labor activity, orientation toward economic independence, and initiative was noted among women employed in professional work, with a high income, who are entrepreneurs, and who occupy prestigious or relatively highly paid positions.

The younger generation of women in all professional groups (workers, maids, students, entrepreneurs) shows high flexibility, rejection of paternalistic principles of relations with the state, great optimism, self-defense, use of their life resources, etc. known as life principles leading to the basis of the analysis of the above theoretical views, it can be concluded that women's flexibility takes place in a combined state depending on the social environment in the organization along with the economic situation. The social adaptation of women in organizational terms depends on their marital status, the number of children, and the working conditions created [6].

Under the influence of demographic, economic and socio-psychological factors, the process of social adaptation either improves or weakens. The analysis of the empirical results obtained in order to find practical confirmation of these views is significant, since it allows us to specifically systematize the reasons, means and factors of the psychological characteristics of women's adaptation to government organizations.

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