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Objectives of modern management psychology

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Abstract---Management psychology is an interdisciplinary science that is successfully applied in modern realities in the field of personnel work. Here we will discuss the main features of this science, the objects and subject of management psychology, its goals and objectives, other methods, the structure of management psychology. Familiarity with this science that makes all work and management processes in such a way as to increase overall work efficiency. Management psychology - a branch of psychology studies the psychology of management activity. The main task of management psychology is to analyze the psychological conditions and characteristics of management activities in order to have efficiency and work ability in the management system. Is applied to the activities of the manager, in which management psychology emphasizes the points of system management: Diagnosis and status of management subsystem changes; The formation of the subordinates' activity program, aimed at changing the state of the management objects in a specific purpose; Organization of the execution of the decision. In the manager's personality, management psychology, the difference between his managerial needs and abilities, as well as his individual managerial concept, managerial plans and management principles and rules accepted internally by the person. The role of a leader is multifaceted. To successfully carry out the effective operation of the enterprise, to obtain optimal solutions, to work with people, a talented leader must combine skills, knowledge, knowledge and the ability to implement them. A leader must be trained in many areas of life. Especially in the field of psychology. His task is to create a strong team connected to him, in which each of his members sold his, in which conflict situations can be minimized, which is able to function smoothly and efficiently. The manager should study and use these environments which have a translator effect and increase the efficiency of the team. Performing an educational function, the leader must activate and develop the

personal performers that contribute to a more fruitful work of the individual performer and the team as a whole.

Keywords---psychology, management, leadership, finances, personality.

Introduction

Management psychology

Speaking on the subject of management psychology, it is worth noting that management is not a science in an art. Management psychology appeared in the solution of two basic sciences, on the one hand it studies human psychology, on the other hand, it aims to benefit from work, following very useful goals. The object of management psychology is possible to mention, first of all, the whole team and build the team, aimed at the membership of work productivity. The basis of the science is a comprehensive analysis of the conditions that have an important company, and the definition of work features, increasing the effectiveness of the team.

Psychology of managing problems of adaptation of the work team to a company of companies; aimed at studying the psyche of workers. Having knowledge of management knowledge, a human resources manager can have a description of the work of a leader and the management process, analyze and name their skills and the skills that are necessary for a major managerial activity. Like any modern science, management psychology deals with the collection of data. In this case, we are talking about the nature of the influence of one person on another, a group or society as a whole. The purpose of this collection of information is to understand and explain the mechanisms underlying such an impact, and to find ways to improve it. In education, management, personnel processes - in all these industries methods of management psychology are used. Therefore, the subject of this field of knowledge is a combination of many mental phenomena and relationships in the company. Conventionally, it can be described as a complex consisting of the following elements:

The object of management psychology is a complex system of activities of company officials and divisions, focused on the common useful goal of the organization. The goals set in this case are considered in the framework of managerial relations of coordination and subordination. It must be remembered that the object is, first of all, the activity of the leader. AT object of management psychology several components can be distinguished: the personality of the leader and the process of his development as a result of his management activities, namely the psychology of the subject of management; the activities of the managing person of the company and its implementation scheme in terms of achieving efficiency and effectiveness; processes in the work collective and the social one.

The isolation of the object and the subject in the structure of science makes it possible to identify the differences between several closely related sciences:

general management theory, social management and public administration. Management, first of all, is related to people, namely, with the search for an individual approach in terms of the needs and character traits of each individual employee, the peculiarities of the perception of the surrounding world. Despite the fact that there is a trend that identifies management and management psychology, the object and subject of management and management psychology intersect only partially. The specificity of this science is to understand why it is necessary to carry out management processes in one way or another. Purpose of management. The desired state of the control object or the result of the object's activity. The goal is formulated by the management entity or set externally, by a higher level of management.

The purpose of management psychology, its practical application mainly consists in solving the following problems that exist in the organization: increasing the professional competence of managers: improving management styles, communication skills, decision-making, strategic planning skills, overcoming stress; analysis and improvement of the company's management staff training methods; search and activation of human resources; evaluation and selection of managers in accordance with the needs of the company; assessment and improvement of the socio-psychological climate, increasing the level of employee loyalty, team building.

Thus, the main task of management psychology is the formation of management methods, which are based on the patterns identified in the study process between the tactics of the boss and the reaction of subordinates. In general, the tasks of management psychology can be divided into several large groups depending on the object of study:

Observation - an analytical method based on the processes of perception. This method is the most complex objective method, since the observation is carried out in a natural environment, namely the role and place of the observer affects and affects the object of observation. Studying and researching the effective principles of interaction between the leader and the team takes place in a passive form. During the study, reactions, opinions and results are recorded. This method is used both when obtaining preliminary material before starting other studies, and in those conditions when other methods of obtaining information are not available.

Psychological analysis of management activity. The manager must perform managerial activities consciously, analyzing his actions, which is necessary for making appropriate managerial decisions. The study of the mechanisms of mental regulation. Necessary for making the right decisions in both normal and extreme conditions. Leadership Research. Development of leadership qualities needed by a manager to lead the work flow. Practical application of psychological knowledge in management processes. This task includes resolving conflicts, adjusting the microclimate, increasing the level of job satisfaction, achieving a high level of employee loyalty. The study of group interaction. It is necessary to achieve a stable social microclimate in the team.

The study of ways and mechanisms of motivation. Motivation is necessary in management processes to encourage employees to achieve more important goals. Management psychology, being an interdisciplinary science, successfully uses management techniques in combination with psychological ones. The structure of management psychology distinguishes two main study methods: observation and experiment. Passivity is the main disadvantage of this technique. A long wait for the reaction of the object of observation is not always justified, as there is a high risk of missing the reaction moment and misinterpreting the result.

Experimentation, on the contrary, refers to active methods. With the help of the experiment, the search for effective interaction schemes is carried out by creating certain conditions for the use of different management tactics. The purpose of the experiment – test hypotheses that influence the practice of managerial decision-making. With the help of an experimental technique, quite extensive information of a unique nature can be obtained if the necessary conditions for a successful experiment are met:

The correct choice of control characteristics

The use of factor characteristics for their change, the protection of the experiment from the maximum number of external influences unrelated to the situation. The use of these techniques allows us to comprehensively study management processes and move on to solving the above problems of management psychology. Summing up, it should be noted that management activities in an organization are based on certain rules. Respecting them can lead the company to success, and ignoring them - to collapse, even under favorable conditions. Management psychology, its object and subject, enables specialists to develop such communication rules and techniques, so that it becomes not only a form, but also a management factor. This is the main task of management psychology as an interdisciplinary applied science.

In more detail, the subject of management psychology and its object, the practical application of science in management processes, the psychology of the subject of management and the object to which management is directed, are examined in other articles related to the topic of management personnel. In management psychology, the problem of the correspondence of an employee with an organization, the problem of choosing people for an organization and their orientation in relation to the characteristics of this organization is important.

In management psychology, in contrast to the social psychology of work, the object of study is not only the relationships of people in a team or social group, but the relationships of people in an organization, i.e. in the conditions when the actions of each participant in joint activities are given, prescribed, depending on the general order of work, when the participants are connected to each other not only by mutual dependence and responsibility, but also by responsibility before the law. The object of study of management psychology are people who, financially and legally, are part of independent organizations whose activities are focused on useful corporate goals.

Approaches to understanding the subject of management psychology are diverse, which to some extent shows the complexity of this phenomenon. The subject of management psychology is a set of phenomena and mental relations in an organization, in particular: psychological factors for the effective activity of managers; psychological features of individual and group decision-making; psychological problems of leadership; - problems of motivation of behavioral acts of subjects of managerial relations and more. The subject of study of management psychology organically includes traditional socio-psychological phenomena, psychological problems of work activity, general psychology (psychological activity theory, personality theory, development theory) and other applied fields of psychology.

Among specialists in the field of management psychology, unity has been achieved regarding the idea of the most important psychological problems for the organization. These include: increasing the professional competence of managers at all levels, i.e. improving management styles, interpersonal communication, decision-making, strategic planning and marketing, overcoming stress and more; increasing the efficiency of training and retraining methods for managerial personnel; search and activation of human resources organizations; - assessment and selection of managers for the needs of the organization; assessment and improvement of the socio-psychological climate, gathering personnel around the goals of the organization.

Management psychology as a science and practice is designed to provide psychological training to managers, to form or develop their psychological management culture, to create the necessary prerequisites for theoretical understanding and practical application of the most important problems in the field of management , which include: understanding the nature of management processes; - knowledge of the basics of the organizational structure; a clear understanding of the manager's responsibility and its distribution according to the levels of responsibility; knowledge of ways to improve management efficiency; knowledge of information technology and communication tools necessary for personnel management; the ability to express thoughts orally and in writing; competencies related to people management, selection and training of specialists capable of leadership, optimization of service and interpersonal relations between employees of the organization; the ability to plan and forecast the activities of the organization using the computer and computer technology; the ability to evaluate one's own activities, to draw appropriate conclusions and to improve one's skills based on the requirements of the current day and expected changes in the future; a developed understanding of the peculiarities of organizational behavior, the structure of small groups, the motives and mechanisms of their behavior.

Law of response uncertainty

Another formulation of it is the law of dependence of people's perception of external influences on the change in their psychological structures. The fact is that different people and even one person at different times can react differently to the same influence. This can and often leads to a misunderstanding of the needs of the subjects of managerial relations, their expectations, the peculiarities of the perception of a certain business situation and, as a result, to the use of

interaction models that are not even suitable for the characteristics of psychological structures in general, nor for the mental state of each of the partners at a given moment in particular.

The law of inadequacy of human-to-human reflection. Its essence is that no person can understand another person with such a degree of certainty that it would be sufficient to make serious decisions about this person. This is due to the super-complexity of human nature and essence, which is constantly changing in accordance with the law of age-related asynchrony. In fact, at different moments of his life, even an adult of a certain calendar age can be at different levels of physiological, intellectual, emotional, social, sexual, motivational-voluntary decisions. Moreover, each person, consciously or unconsciously, is protected from attempts to understand his traits to avoid the risk of becoming a toy in the hands of a person bent on manipulating people. Even the circumstance that often the person himself does not know himself well enough is important.

Thus, every person, no matter what, always hides something about himself, weakens something, strengthens something, denies some information about himself, replaces something, attributes something to himself, emphasizes something, etc. By using such defensive techniques, he appears to people not as he really is, but as he would like others to see him. The law of inadequacy of self-esteem. The fact is that the human psyche is an organic unity, the integrity of two components - conscious and unconscious, and these components are related to each other like the surface and underwater parts of an iceberg.

The law of sharing the meaning of management information. Any managerial information has an objective tendency to change meaning in the process of climbing the hierarchical management ladder. This is due, on the one hand, to the allegorical possibilities of the natural language of the information used, which leads to differences in the interpretation of information, and on the other hand, to differences in education, intellectual, physical development and, even more, that is, the mental state of the subjects of the analysis and transmission of managerial information. The change in the meaning of information is directly proportional to the number of people it passes through.

The law of self-preservation. Its meaning is that the main motive of the social behavior of the subject of the management activity is the preservation of his personal social status, his personal solvency, self-esteem. The nature and direction of behavior patterns in the management system are directly related to whether this circumstance is taken into account or ignored. Law of Compensation. With a high level of incentives for this work or high demands of the environment for a person, the lack of any ability for a specific successful activity is compensated by other skills or abilities. This compensatory mechanism often works unconsciously and the person gains experience through trial and error. However, it should be borne in mind that this law practically does not work at high levels of complexity of managerial activity.

The science of management, of course, is not exhausted by the above psychological laws. There are many other regularities, the honor of the discovery of which belongs to a number of outstanding specialists in the field of

management psychology, whose names are given to these discoveries. These are Parkinson's laws, Peter's principles, Murphy's laws and others. Psychological approach to control theory. An analysis of world socio-economic processes with inexorable logic makes it clear that modern management problems are no longer solved on the basis of strictly differentiated disciplinary approaches, that the old style of management no longer gives satisfactory results.

The output management paradigm dominated for several hundred years. It was based on the belief that to understand the dynamics of the behavior of any complex system, it is enough to study the properties of its parts. The new paradigm requires an understanding of individual elements based on an analysis of the dynamics of the system as a whole. The traditional management model focused the manager's attention almost exclusively on economic goals. The new model, reflecting the growing integration of the economy and social processes, sets the focus of attention, introduces social tasks into the circle of the manager's goals - employment, humanization of working conditions, expansion of participation in management, etc.

The old system of thought operated on the principles of unlimited growth, which was understood in purely quantitative terms - as the maximization of profits and an increase in gross national product. The new thinking system operates with the concept of "balance", i.e. such a state of society in which the satisfaction of current needs should not reduce the chances of future generations for a decent life. The manager operating in the framework of the new concept of thinking will consider the impact of each action in relation to their consequences for the state of equilibrium.

But first of all, we need to answer some questions. Which question best reflects reality? by whom or how does the manager manage? Who does the manager have in mind first and foremost? – individuals or groups? It is difficult to answer this question unequivocally, or maybe both are true? In many management manuals, management books, personality was not previously a topic of presentation, as all attention was paid to planning, economics, marketing, and the organizational and technical side. And only later, after understanding the role of groups and their constituent members in the work process, they began to actively study the main characteristics of groups, the human factor and individual behavior. The greatest merit of many management researchers has been the study of man, his personal qualities. Many managers and entrepreneurs, on the other hand, used the discoveries and achievements of psychology in the study of personality in their activities.

The new approach to management is increasingly based on the recognition of the priority of the individual over production, over profit, over the interests of the enterprise, the firm, the institution. It is this formulation of the question that now constitutes the culture of management. That is why it cannot be done without psychological knowledge of personality. Renowned American manager Lee Iacocca believed that the knowledge of personality psychology he gained while attending medical school at the university helped him greatly in his world-renowned career. Now, only intuition, personal interest is not enough, because the manager needs scientific knowledge about the employee's personality, a professional approach to

work with personnel. That is why in a number of large firms it is considered necessary not to have a personnel department, but a human resources management service, a whole personnel management system. The essence of these changes is that people - persons, individuals - are considered a competitive asset of the company, which must be created, protected and multiplied. Assessment centers are being created and exist in which employees are subjected to a thorough study precisely as individuals. It is no coincidence that the slogan of the famous company Matsushita is: "The company first produces qualified people and then products".

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