

CAUSES AND MOTIVATIONS OF CONFLICTS



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Annotation.

This article describes the causes and motives of conflicts, the conflict situation.

Keywords.

Conflict, conflict situation, conflict, social inequality, social disorder, life situation

Identifying the root causes of conflict requires an in-depth analysis of the whole chain of interactions between events and people. When analyzing the causes of the behavior of the parties in different conflicts, it is not difficult to understand that they usually stem from their desire to satisfy their own interests. In particular, prejudice, revenge, jealousy, envy, dissatisfaction with a decision made, and the desire to provide for oneself materially or spiritually today or in the future are the causes of most marital conflicts.

Although the motives for group conflicts differ from these, they are also manifested in a variety of ways, such as economic hardships, political passions, aspirations for leadership or leadership, national pride, and so on. Determining the causes of conflicts, respectively:

- understand the causes and history of the conflict situation, as well as current events;
- identify all participants (groups) involved in the conflict, not just the main or clearly visible parties;
- to know the views of the parties to the conflict and their relationship;
- identify the factors and trends underlying the conflict;
- necessary to draw appropriate conclusions and lessons from failures and successes.

In many cases, social inequality emerges as a source of conflict. The main features of social inequality are the differences in the relationship of property, power, status, and these features are reflected to some extent in the socio-class structure of society, in the relationship between social groups, individuals. Social movements for the creation, exchange and distribution of material and spiritual wealth can in some cases lead to tensions between social groups, and in certain circumstances to open conflict. Conflict is caused by a lack of balance in a relationship, such as unequal social status, economic status, wealth ownership, or separation of powers. These in turn lead to problems such as discrimination, unemployment, poverty, crime and being under pressure. Each of these levels is interrelated and can lead to a situation that can lead to positive change or destructive violence in the future”.

The need for security, recognition, similarity, social affiliation, etc., may be specific not only to an individual but also to social groups, ethnic associations, society as a whole, and states. According to Burton, "organizational aspirations and actions that fully meet basic human needs can lead to a real end to the conflict." In this regard, most authors understand the psychological cause of

conflict as a threat to any of the basic human needs. The conflicting parties in the conflict work towards their goals, but it is excluded that these goals can be achieved by both parties at the same time without harming each other.

When studying the causes and factors of a conflict situation, it is necessary to identify the events that preceded it. They consist of the following two groups, namely, the objective life situation in which the opposing parties are involved, and the parties themselves - individuals with specific interests.

It is known that the life situation manifests itself differently in many respects. Circumstances of human life or the existence of a social group can pass in a changing, fast or, conversely, slow, long-term manner. How it passes is characterized by a certain spiritual environment and material blessings to one degree or another.

Conflict situation is understood as the accumulation of situations related to the interests of people that form an objective basis for a real conflict between social actors. It is clear from the content of this definition that the main feature of the situation is the emergence of the subject of this conflict. In order for a situation to occur before a conflict, it must not yet be used by the parties and not fully understood. For example, the staff at a research institution is expected to shrink. Many employees, especially those of retirement age, may be affected by this measure. It is too early to say whether the conflict over the termination of this or that post was clearly on the agenda. However, there is a conflict situation because there is a subject of disagreement and struggle that is expected to occur, there is tension in the team, this situation reveals and determines the next actions of the participants.

In the views of the English philosopher Francis Bacon, it can be seen that some psychological factors were taken into account. He carefully studied the material, political, and psychological conditions of social unrest and expressed his views on ways to overcome them. In particular, he singled out social unrest as a major psychological factor in the conflict, such as "sharp and bitter words from the leaders", "invisibility in public life", "rumors that often rise and spread in society, lies or slander". confessed.

F.Bacon's views, the art of political maneuvering has a special feature in the prevention and settlement of conflicts. He wrote: "Leading people from one hope to another is the best way to prevent protest. When they cannot meet the needs of the people, a government that can convince them of the future only with hopes, that can soften any enmity in time with sparks of desire and hope, is wise; it's not difficult, because individuals and sometimes entire parties, even if they don't believe in their prospects, still talk openly about their dreams and rub themselves with them".

D.Priestley, S.Montesquieu, D.Diderot, J.Russo, Voltaire, among the English democrats and French enlighteners of the new era, described the conflict as a more negative process. In addition, I.Kant, T.Gobss, Gegel, T.Maltus, Ch.Darvin, G.Spenser, U.Samner, L.Gumplovich, G.Zimmel, R.Park we can see in the works of sociologists, philosophers, economists, such as, that this problem has been studied, directly at the level of society, in the context of political processes. This, in turn, served as an important resource in the process of identifying the subject of research and drawing general conclusions.

"Conflict is the norm of life", writes American practicing psychologist Charles Lixon, referring to conflicts and the factors that cause them, the negative impact of the problem on the human psyche and seven ways out of the situation. She shares her meaningful views on family disputes, drawing on her many years of advocacy and practical psychological experience. In his view, family conflict is, in a sense, the first point that initiates the development of the individual. Therefore, such conflicts can be assessed in a positive light. After all, in the process of conflict, the value of the husband, wife and children to him is always negative.

Russian scientists F.M.Borodkin and N.M.Koryak analyzed various conflict situations in labor collectives and summarized the various typical situations that create the basis for conflicts in them as follows:

- uncertainty of technological connections between structural units of the organization;
- the presence of a large number of issuing officials;
- a large number of employees subordinate to one supervisor;
- the transfer of responsibility from one employee to another, resulting in a general state of irresponsibility;
- poor personal and business qualities of some employees.

Naturally, in such conditions, there is a high probability of conflict and contradictions in the community. Based on the above, a number of other factors that create tension can be added, such as the reorganization of the management system, the instructions of higher authorities on staff reductions, problems with wages, and so on. A conflict situation may objectively arise against the will and desire of future opposing parties (e.g., reduction of staff in an institution) or at the request of one or both parties. It is very important that any situation has an objective (it can be defined by real existing events) and subjective (it depends on how each of the parties affects these events), because the subject begins to act in conflict.

One of the important tasks is to fully and in-depth analysis of the psychological aspects of the negative relationship between manager and employee, while paying attention to the personal needs and interests of employees, as it is desirable to prevent various conflict situations in business activities.

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