

PSYCHOLOGICAL BASES OF FORMING LEADERSHIP IN LAW ENFORCEMENT OFFICERS

Z. M. Xusanbayeva

Toshkent Amaliy fanlar universiteti Psixologiya kafedrası o'qituvchisi
Toshkent Amaliy fanlar universiteti pedagogika psixologiya

Mutallibov Iskandarbek Muqimjon o'g'li
yo'nalishi 3-bosqich talabasi

Abstract

This article covers the psychological foundations of the formation of leadership qualities in employees of internal affairs bodies. The importance of such qualities as leadership skills, responsibility, initiative, ability to manage a team is analyzed in the personal and professional development of employees. Psychological theories, leadership styles and ways to introduce them into practice are considered.

Keywords: Leadership, psychological foundations, internal affairs bodies, leadership qualities, communication, motivation, initiative, team management.

Introduction

In today's era of globalization and rapid changes, the presence of leadership qualities in the professional activities of employees of internal affairs bodies becomes important. Leadership skills play a leading role in the effective functioning of the organization, ensuring internal discipline, creating a healthy psychological atmosphere in the team and providing high-quality services to citizens. The ability to make the right decision, take initiative and lead a team, especially in complex and threatening situations, requires high psychological training from a modern internal affairs officer.

Today, law enforcement agencies, in particular, employees of the internal affairs system, are required to possess not only high professional knowledge and qualifications, but also strong psychological training, leadership qualities such as the ability to lead a team, quick and correct decision-making in problematic situations. Leadership qualities are one of the key factors in ensuring the safety of the population, preventing offenses and establishing effective dialogue with citizens.

In the context of new reforms, the growth of social activity and the policy of openness in the system of internal affairs, the personal potential and leadership abilities of each employee are becoming the most important criterion determining service effectiveness. In particular, there is a growing need to develop evidence-based recommendations for the identification and



development of leadership competencies using modern psychological approaches and diagnostic tools.

The relevance of the topic is that until now, psychological studies on the formation of leadership qualities of employees of internal affairs bodies have not been sufficiently systematized. Therefore, this article contributes to strengthening the capacity of specialists in the system of internal affairs, increasing their mental stability and creating a healthy atmosphere in the community. If the ideas put forth in the article and science-based proposals are put into practice, a qualitatively new level in the activities of the internal affairs bodies is formed.

In this regard, one of the urgent issues is the study of the psychological foundations of the formation and development of leadership qualities in employees serving in the system of internal affairs. This study analyzes in depth the psychological interpretation of the concept of leadership, the factors influencing its formation, as well as the methods used in practice. The goal is to contribute to enhancing the overall effectiveness of the internal affairs system by increasing the leadership capacity of employees.

The formation and development of professionally important qualities of knowledge ensures the effectiveness of the staff. These include professional acumen, perception, observation, memory, thinking, and imagination. Special exercises aimed at developing these qualities increase the effectiveness of employees in remembering, recalling and recalling professionally important information, develop their logical thinking and creative imagination.

Establishment of psychological contacts with various categories of citizens, improvement and development of educational skills and skills. During psychological training, employees must master a system of methods and ways of establishing psychological contact. They must have the skills of quick contact with strangers and make them more attractive, be able to hear people's opinions, overcome psychological barriers in the process of communication. Psychological training ensures that employees master certain rules that allow them to facilitate the process of establishing psychological contact.

Improving the skills of engaging with colleagues in the use of psychological methods of exposure in complex, conflictual situations. It is important to develop conflict resolution skills in employees, teaching them conflict resolution techniques. The effectiveness of the activities of employees largely depends on the skillful use of certain methods of psychological influence on people, such as persuasion, coercion, motivation. Employees must also have the skills to behave in conflict situations, to use various tactical methods and to use conflict situations for operational purposes.

Ability to behave, formation of psychological stability. Employees are exposed to many unfavorable psychological conditions that can affect the quality of performing their professional actions in their daily practical work. Psychological stability is considered as one of the most important indicators of psychological readiness, which manifests itself in the ability of employees not to be influenced by negative situations. In this role, it is important to develop the ability to anticipate these challenges in the performance of official duties. Formation of psychological stability helps employees to perform their tasks flawlessly in the most difficult psychological conditions. This can be achieved by modeling stressful situations in the process of exercises and practice sessions.



Development of positive emotional and voluntary qualities of the individual, teaching employees the methods of behavior and management. Psychological stability and the ability to behave in difficult situations of employees require the formation of certain emotional and volitional qualities, such as responsibility, tolerance to risk and stability, self-control, stability. Employees are required to take control and control of their own behaviors and emotions. They must master in the process of training and exercises methods of self-control, release nervous tension, mobilize internal capabilities to perform the task at hand.

Formation of volitional activity and willful action skills. They will face difficulties and obstacles in their work. In such situations, they will have to demonstrate willful activity that motivates them to overcome these challenges and obstacles. The development of volitional movement skills is facilitated by the introduction of certain elements, obstacles that prevent the completion of the task set in the training process. The experience of volitional activity accumulated in the process of such exercises affects the development of will, willful qualities of a person.

Preparedness for mental stresses at work. One of the characteristics of engineered personnel is that the influencing factors often provoke a state of stress, with an undue burden on the nervous system. This, in turn, has a huge impact on the efficiency of the activities they perform. Therefore, employees should familiarize themselves with the basic laws of the course of these processes, as well as the methods of performing psychological control exercises that help to restore the ability to work in a short time and eliminate excessive nervous stress.

In the psychological structure of different professions, cognitive activity can have different meanings. It depends on the purpose, object, conditions and methods that determine the specificity of cognitive activity. The cognitive process in the activities of the internal affairs organs is also distinguished by its peculiarities.

All this creates the need to develop in employees qualities that are professionally important and ensure the effectiveness of cognition. Special training plays a great role in the formation and development of cognitive qualities of engineers. These qualities are developed in the course of training.

The analysis of the psychological, sociological and management literature on the formation of leadership qualities in employees of internal affairs bodies shows that there are many theoretical approaches in this direction, but their integrated form, harmonized with practice, has not been sufficiently developed.

The psychological foundations of leadership theory are widely covered in the scientific research of such scholars as G. Mintzberg, D. Goulman, K. Levin, B. Bass, J. Cooper. In particular, in the concept of emotional intelligence developed by D. Goulman, the presence of such qualities as empathy, self-control, social skills in the personality of a leader is indicated as an important factor of effective leadership. K. Levin, on the other hand, classified leadership styles into democratic, authoritarian, and liberal forms, analyzing how each would be effective in different situations.

The role of the human factor, the importance of personal qualities and professional motivation of employees in the management system of Uzbekistan are mentioned in the works of local



researchers T. Ibragimov, N. Yusupov, M. Rasulov, D. Nazarov. In their opinion, the leadership qualities of internal affairs employees are a direct criterion for service effectiveness.

The regulatory legal acts adopted in recent years as part of the reforms of the internal affairs system, in particular, the Resolution of the President of the Republic of Uzbekistan dated April 26, 2022 "On the effective organization of the activities of the internal affairs bodies and improving the professional training of employees", emphasizes the need to introduce modern approaches in this direction. The document considers psychological training and individual approaches to be important for improving the psychological stability of employees, communication culture and initiative.

The above analysis shows that although the available theoretical sources provide a certain basis, they do not offer an integrated model adapted to the real working conditions of employees in the internal affairs system. Therefore, this article focuses on filling this gap, i.e. developing a systematic and psychologically based approach to the formation of leadership qualities.

Conclusion

The formation of leadership qualities in employees of internal affairs bodies is one of the most important factors in improving the effectiveness of their professional activities. On the basis of the analysis, it is established that the main psychological components determining leadership potential are initiative, emotional stability, communication skills, social activity and independence in decision-making. These qualities are developed in employees to various levels and need to be developed systematically.

Leadership qualities in most cases are formed naturally during service, however, in order to speed up and effectively direct this process, it is necessary to establish psychological trainings, a mentoring (coaching) system, personal development programs, pre-service and psychodiagnostic assessments during service.

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