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**NOVEMBER 28- 30,2025
JIZZAX, UZBEKISTAN**

EDITOR

Assoc. Prof. MUROTMUSAYEV

KOMILJON BO'RIBOYEVIC

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**XI. INTERNATIONAL HEALTH ENGINEERING AND SCIENCES CONFERENCE
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CONFERENCE PROGRAM**

**29.11.2025
SATURDAY / 10:30-12:30
SESSION: 1 HALL: 12/ MODERATOR
Kuyliyeva Orzigul Rajabboevna**

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Odilbekov Mansurbek Maxmudjon o'g'li Abduqaxxorova Mubina Abdusattor qizi	Oriental Universitesi	STRESSGA CHIDAMLILIK VA KASBIY MOTIVATSIYA O'RTASIDAGI BOG'LIQLIKNING PSIXOLOGIK TAHLILI
Mansurbek Odilbekov Ilxomova Durdonaxon	Oriental Universitesi	SHAXSNING O'ZINI BAHOLASHI VA IJTIMOY MOSLASHUV DARAJASI O'RTASIDAGI PSIXOLOGIK BOG'LIQLIK
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G'ofurov Jamoliddin	Oriental universiteti	MATEMATIKA O'QITISHNING KLASSIK METODLARIDAN ZAMONAVIY USULLARIGA O'TISH ASOSLARI

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**STRESSGA CHIDAMLILIK VA KASBIY MOTIVATSIYA O'RTASIDAGI BOG'LIQLIKNING PSIXOLOGIK
TAHLILI**

Odilbekov Mansurbek Maxmudjon o'g'li

**Oriental universiteti
Uzluksiz ta'lim pedagogikasi kafedrası katta o'qituvchisi
Oriental universiteti talabasi
Abduqaxxorova Mubina Abdusattor qizi**

Annotatsiya: Mazkur maqolada shaxsning stressga chidamliligi va kasbiy motivatsiyasi o'rtasidagi psixologik bog'liqlik nazariy va empirik jihatdan tahlil etilgan. Zamonaviy mehnat faoliyatida stress omillarining kuchayishi shaxsning kasbiy samaradorligi va motivatsion holatiga bevosita ta'sir ko'rsatmoqda. Tadqiqot davomida stressga chidamlilik darajasi yuqori bo'lgan shaxslarda kasbiy motivatsiya ham yuqori ekanligi aniqlangan. Tadqiqot natijalari amaliy psixologiya va kadrlar bilan ishlash tizimida muhim ahamiyat kasb etadi.

Kalit so'zlar: stress, stressga chidamlilik, kasbiy motivatsiya, mehnat faoliyati, psixologik barqarorlik, shaxs.

Аннотация: В данной статье теоретически и эмпирически анализируется психологическая взаимосвязь между стрессоустойчивостью личности и профессиональной мотивацией. В условиях современной трудовой деятельности усиление стрессовых факторов оказывает непосредственное влияние на профессиональную эффективность и мотивационное состояние личности. В ходе исследования было установлено, что у лиц с высоким уровнем стрессоустойчивости наблюдается более высокий уровень профессиональной мотивации. Полученные результаты имеют важное значение для практической психологии и системы работы с кадрами.

Ключевые слова: стресс, стрессоустойчивость, профессиональная мотивация, трудовая деятельность, психологическая устойчивость, личность.

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Abstract: This article presents a theoretical and empirical analysis of the psychological relationship between individual stress resistance and professional motivation. In modern working conditions, the increasing influence of stress factors directly affects professional performance and motivational states. The study revealed that individuals with a high level of stress resistance demonstrate a higher level of professional motivation. The findings are of significant importance for applied psychology and human resource management systems.

Keywords: stress, stress resistance, professional motivation, work activity, psychological stability, personality.

Kirish. Bugungi globallashuv va tezkor ijtimoiy-iqtisodiy rivojlanish sharoitida inson faoliyatining barcha jabhalarida stress omillari kuchayib bormoqda. Ayniqsa, kasbiy faoliyat jarayonida yuzaga keladigan psixologik zo'riqishlar shaxsning ruhiy holati, motivatsiyasi va mehnat samaradorligiga sezilarli ta'sir ko'rsatadi. Shu bois stressga chidamlilik shaxsning muhim psixologik xususiyatlaridan biri sifatida qaralmoqda. Kasbiy motivatsiya esa shaxsni mehnat faoliyatiga undovchi ichki va tashqi omillar tizimi bo'lib, u mehnatga bo'lgan munosabat, kasbiy qoniqish va natijadorlikni belgilaydi. Stress holatlariga bardosh bera oladigan, emotsional jihatdan barqaror shaxslarda kasbiy motivatsiyaning yuqori bo'lishi kuzatiladi. Mazkur holat ushbu ikki psixologik tushuncha o'rtasidagi bog'liqlikni ilmiy jihatdan o'rganishni dolzarb etadi. **Muammoning o'rganilganlik darajasi.** Stress va stressga chidamlilik muammosi G. Selye, R. Lazarus, S. Folkman kabi olimlar tadqiqotlarida keng yoritilgan. Ularning ishlarida stress organizmning tashqi va ichki ta'sirlarga moslashuv reaksiyasi sifatida talqin etiladi. Stressga chidamlilik esa shaxsning murakkab vaziyatlarda psixologik muvozanatni saqlab qolish qobiliyati sifatida izohlanadi. Kasbiy motivatsiya masalalari esa A. Maslou, F. Gertsberg, D. MakKlelland, V. Vrum nazariyalarida asoslab berilgan. Ushbu tadqiqotlarda motivatsiya ehtiyojlar, rag'batlantirish va shaxsiy maqsadlar bilan chambarchas bog'liqligi ta'kidlanadi.

Mahalliy olimlar tadqiqotlarida ham kasbiy faoliyatda stress omillari va motivatsion holatlar o'rganilgan bo'lsa-da, stressga chidamlilik va kasbiy motivatsiya o'rtasidagi o'zaro bog'liqlikni empirik jihatdan tahlil qilish masalasi yetarlicha yoritilmagan.

Tadqiqotning maqsadi va vazifalari

Tadqiqot maqsadi:

Stressga chidamlilik va kasbiy motivatsiya o'rtasidagi psixologik bog'liqlikni aniqlash.

Tadqiqot vazifalari:

- stressga chidamlilik va kasbiy motivatsiya tushunchalarining psixologik mohiyatini tahlil qilish;
- respondentlarning stressga chidamlilik darajasini aniqlash;
- kasbiy motivatsiya darajasini baholash;
- ushbu ko'rsatkichlar o'rtasidagi bog'liqlikni aniqlash va tahlil qilish.

Tadqiqot metodlari va tashkil etilishi

Tadqiqotda quyidagi psixodiagnostik metodikalardan foydalanildi:

1. **Stressga chidamlilikni aniqlash testi** (R. Lazarus moslashtirilgan varianti);
2. **Kasbiy motivatsiyani aniqlash metodikasi** (V. Vrum motivatsiya modeli asosida tuzilgan so'rovnoma).

Tadqiqotda **30 nafar pedagog xodim** ishtirok etdi. Respondentlar tasodifiy tanlab olindi. Tadqiqot natijalari matematik-statistik usullar yordamida tahlil qilindi.

Tadqiqot natijalari va ularning tahlili. Olingan natijalarga ko'ra, respondentlarning 40 foizida stressga chidamlilik darajasi yuqori, 36 foizida o'rtacha va 24 foizida past ekanligi aniqlandi. Kasbiy motivatsiya ko'rsatkichlari esa stressga chidamlilik darajasi yuqori bo'lgan respondentlarda sezilarli darajada yuqori ekanligi bilan tavsiflandi. Korrelyatsion tahlil natijalari stressga chidamlilik va kasbiy motivatsiya o'rtasida **ijobiy bog'liqlik** mavjudligini ko'rsatdi ($r \approx 0,62$). Bu esa stressga bardosh bera oladigan shaxslarda kasbiy faoliyatga bo'lgan ichki qiziqish va motivatsiya yuqori bo'lishini tasdiqlaydi.

1-jadval

Respondentlarda stressga chidamlilik va kasbiy motivatsiya darajalarining taqsimlanishi (n = 30)

Ko'rsatkichlar	Past daraja	O'rtacha daraja	Yuqori daraja
Stressga chidamlilik	24 %	36 %	40 %
Kasbiy motivatsiya	20 %	33 %	47 %

Izoh: Jadvalda respondentlarning stressga chidamlilik va kasbiy motivatsiya darajalari foiz ko'rinishida keltirilgan.

Xulosa

Tadqiqot natijalariga ko'ra, stressga chidamlilik shaxsning kasbiy motivatsiyasini belgilovchi muhim psixologik omillardan biri hisoblanadi. Stress holatlariga barqaror munosabatda bo'la oladigan shaxslar o'z kasbiy faoliyatida yuqori motivatsiya, barqarorlik va samaradorlikni namoyon etadilar. Mazkur tadqiqot natijalari mehnat psixologiyasi, tashkilot psixologiyasi hamda kadrlar bilan ishlash tizimida stressni boshqarish va motivatsiyani oshirish bo'yicha psixologik dasturlar ishlab chiqishda amaliy ahamiyatga ega.

Foydalanilgan adabiyotlar

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