



Organizational Structure for the Establishment of Health–Oriented Behavior Among Employees of the Organization

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Abstract

This article describes the organizational structure of the formation of health–oriented behavior among employees of the Organization, in particular, having “Health care” – a set of scientific–theoretical views, ideas, knowledge, character, behavior and moral norms, lifestyle, actions, efforts, and activities about maintaining health. It is thought that the economic, social, and labor relations with the environment in a person’s lifestyle are implemented in a mutually coordinated, non–harmful, and protected manner.

Keywords: *Labor; Health Care; Value, Temperament; Psychological Training*

Introduction

Recently, the process of understanding such concepts as health, health preservation, protection, healthy lifestyle, and healthy thinking as a historical, social, philosophical, psychological moral–aesthetic category has been observed. Since the health care process is a broad concept, its components and requirements are highly extensive and multifaceted. In the existing researches in Uzbekistan, there are a number of approaches that try to illuminate the social, medical and pedagogical essence of “health”, “lifestyle”, “healthy lifestyle”, “healthy culture”, “hygienic education”, “health values”, “health protection”, “health principles”, “healthy thinking”. Health pedagogy (“health care”) focused on protecting human health is rapidly developing under the innovative changes in the education and training system. The physical and mental well–being of the population determines the level of civilization of the state and shows the indicator of sustainable development of the nation. At this point, it is important to form the mindset and need for health care in a person. Therefore, there is an increase in the scope of research that serves to ensure pedagogical efficiency in health infrastructures in society. In the world education system, the health of the growing generation is honored as a national value of any nation, and this issue is approached as an important socio–pedagogical task, as well as issues that determine the

state's perspective, the nation's gene pool, the economic, intellectual, anthropogenic potential of the country's development, its demographic support, and the development of society. The need to carry out scientific research is becoming evident. This shows the importance of implementing constructive–prophylactic technologies, systematic and integrated models aimed at improving the health of young people, and using invariant differentiated technologies designed to protect them from the effects of harmful habits. A new approach to the content of the rational organization of valeological and preventive activities of organizations, educational institutions, social institutions, families and individuals, issues of improvement of vision, attitude, essence, form, criterion, demand show that they are gaining special relevance. Also, the work performance of an employee in labor enterprises, his efficiency also depends on his physical and mental health. For example, experience shows that most of the accidents and injuries in the production process are not caused by professional defects, i.e. technical–technological reasons, but by organizational–psychological reasons, i.e. insufficient knowledge of safety techniques, insufficient training, unknowingly non–compliance of the worker with safety rules, allowing dangerous work to those who have not undergone special training, not accepting the job according to the specialty and a number of similar reasons. Therefore, often 60–90% of the injuries are caused directly by the injured persons themselves. The problem of reducing accidents (injuries, diseases, etc.) in modern production conditions cannot be solved only through professional methods. Labor psychology plays an important role in ensuring the safety of workers. After all, labor psychology is a branch of psychology that studies the attitude of a person to work, the laws of work and its development. Labor psychology also studies the influence of individual activity, free time, and rest on production. The main task of labor psychology is related to the improvement of industrial relations, creation of necessary conditions for workers, determination of professional competence, prevention of occupational diseases, physical disasters in production, psychological stress, exhaustion, and tension.

The introduction of a healthy lifestyle in labor activity in our republic is an important part of the current reforms, and it is a priority task of the development strategy of our country. Therefore, studying the health of employees of labor enterprises and organizations is considered one of the urgent problems.

Analysis of Literature on the Topic

In our country, socio–philosophical aspects of healthy thinking, and healthy culture were studied in the research works of T. Makhmudov, S. Otamurodov, A. Ochildiev, J. Tulenov, S. Shermukhamedov, E. Yusupov, A. Erkaev, U. Karaboev, and some psychological features were studied in the research works of scientists such as G.Shoumarov, V.Karimova, E.Goziev, N.Safoev, Z.Nishonova. Issues of a healthy lifestyle and hygienic education, family education were thoroughly researched in the research works of O. Musurmonova, D. Sharipova, M. Makhmudova, S. R. Mukhamedieva, F. Abdurakhimova, T. Ulmatkulov.

Researchers from the CIS countries, such as I. Yu. Abrosimova, M. Z. Zangieva, E. A. Mensh, V. G. Pautov, E. I. Podnebesnaya, T. V. Kamenskaya, and A. F. Giorgievsky devoted themselves to the pedagogical aspects and problems of forming a healthy lifestyle and healthy culture in young people and conducted scientific research. In the works of foreign scientists such as R.Banton, G.Macdonald, K.Tons, S.Tilfold, A.Skriven, S.Garmann, the issues of human health protection, health values, and formation of a healthy culture were researched. However, the psychological technology and labor activity of employees working in the field of organization and service provision have not been studied as a special research object in the above–mentioned scientific research works.

Research Methodology

Decree of the President of the Republic of Uzbekistan dated February 7, 2017 PF–4947 – No. “On the Strategy of Actions for Further Development of the Republic of Uzbekistan”, “On Measures to

Widely Implement a Healthy Lifestyle and Further Development of Mass Sports” dated October 30, 2020 PF–6099– Decree No. PF–4891 of the President of the Republic of Uzbekistan dated November 12, 2020, on additional measures to ensure public health by further increasing the effectiveness of medical preventive work Resolution No. 735 “On additional measures to increase” formed the methodological basis of the research. Accordingly, scientific sources, analysis and synthesis, pedagogical observation, retrospective analysis, interview, questionnaires, tests, pedagogical experience–test, analytical review, and mathematical–statistical analysis were also used in the research process.

Analysis and Results

According to the concept of human development, at the center of the development of society, not only simple economic indicators, but the human being should be the first. The ultimate goal of development and the main criterion of its effectiveness is to expand the capabilities of people, to meet their spiritual and material needs in better quality, in accordance with the values generally recognized in society, and to achieve a higher standard of living. It covers concepts such as health and longevity, material well–being, level of education, spiritual satisfaction from work, safety, and cultural harmony. In labor enterprises, the work performance of an employee and his efficiency depend on his physical and mental health. For example, experience shows that most of the accidents and injuries in production are not caused by professional defects, that is, by technical–technological reasons, but by lack of sufficient organizational–psychological knowledge, insufficient training, unknowingly non–compliance of the worker with safety rules, allowing dangerous work to those who have not undergone special training, not hiring according to specialization and similar reasons. For this reason, 60–90% of injuries are often directly caused by the injured party. The problem of reducing accidents (injuries, illnesses, etc.) in modern production conditions cannot be solved only by professional methods. In this case, labor psychology plays an important role in ensuring the safety of workers. Organizational–psychological reasons underlying injuries:

- low level of professional training;
- low level of security training;
- insufficient moral education;
- insufficient deployment of experts to control security issues;
- placing persons with a high risk of injury to perform dangerous work;
- people coming to work tired and in various negative psychological states, which reduce the level of activity, etc.

The psychology of labor safety means the application of psychological knowledge to ensure the safety of human activity. Psychology of labor safety is of great importance as a branch of psychological science. It studies the psychological benefits of various types of work activities depending on the socio–historical and specific conditions of production, work tools, methods of labor training, and personal psychological qualities of workers. The object of study of labor psychology is not only labor activity and labor safety, but also personal preferences of workers, partly – their professional abilities, specific production environment, interpersonal relations at work, objects, tools, labor products, and methods of training for production. The main issue of labor psychology is to help the activity to be easy, light, and safe for a person, to bring joy, and to help human relations in enterprises to be harmonious and active.

In the structure of psychological activity, there are 3 main groups: psychological processes, psychological characteristics, and psychological conditions. Psychological processes are the basis of psychological activity. Without them, it is impossible to acquire knowledge and gain life experience. There are cognitive, emotional, and volitional types of psychological processes (sensing, reasoning, remembering, and thinking). Psychological characteristics (personality characteristics) – personality traits

– these are its important advantages (character, temperament, orientation). Intellectuality, emotionality, will, morality and work are distinguished among the qualities of a person. These also include stability and permanence properties. Psychological states are distinguished by their diversity and temporary character, which determines the advantages of psychological activity in a specific period and can be described positively or negatively throughout the entire psychological process. An increase in mental stress has a positive effect on work results to a certain extent. But increasing activation to a critical level leads to a decrease in work results, sometimes to a complete loss of productivity. Exceeding the norm of mental tension is called overshoot. When the load exceeds the limit, there is a decrease in performance. The normal load of a person should not exceed 40–60% of the maximum load. Exceeded forms of mental tension lead to the separation of mental activity into various components, (disintegration), and primarily to a decrease in the level of mental workability characteristic of a person. In very clearly expressed forms of mental stress, movement coordination and agility are lost, but ineffective forms of movement and other negative situations appear. Psychological factors and the pattern of occurrence of accidents – psychological factors that increase the risk of accidents of workers can be divided into two large groups:

- stable factors that increase worker exposure to risk;
- factors that temporarily increase worker exposure to risk.

Stable factors that increase worker exposure to risk:

- permanent functional changes in the human nervous system or other human organs;
- violation of communication between the moving centers and sensors of the higher divisions of the nervous system;
- defects occurring in the adaptation of movement coordinates;
- acute emotional reaction to a trivial external stimulus;
- tendency (interest) to drinking, smoking;
- job dissatisfaction, lack of interest in it.

Factors that temporarily increase worker exposure to risk include psychological factors that appear during a certain period of the work process and affect human behavior in a short period of time, estimated at several hours or minutes:

- inexperience;
- imprudence;
- exhaustion:
- physiological exhaustion;
- mental exhaustion;
- depression.

Measures to reduce fatigue:

- taking short breaks during work;
- organization of active rest during breaks;
- effective measures can be taken in rooms to calm the nerves and in the proper organization of lifestyle.

A rational working position (posture) and a properly organized workplace play a big role in preventing fatigue. A free, non-tense state in which the muscles are held with a minimum of active tension is called a rational pose. Physiologically, a sitting–standing posture, which is very favorable, helps the worker to choose a comfortable posture, to change the working muscle groups, and to restore blood circulation in the stopped parts (organs). Such a pose is shown separately in the same (monotonous) work.

Today, the individual cannot be separated from his social activity and social nature in society. From this point of view, the process of correct and effective management of human factors and its social processes in society requires the inevitable psychological approach to society and its members. It is observed that the theoretical and methodological roots of providing psychological support to small groups are followed by the tendency of assessment by the scientists of different groups with the psychological support of the harmony of personality and activity.

Employees of the organization can have a positive, negative, or extremely negative impact on the safety of the environment and directly on human health in the process of independently carrying out their activities. In this process, not only conscious activity aimed at protecting their own health, but also thinking and activity aimed at protecting the health of people using their services is required. Therefore, if the “health care” mindset is formed in the service industry specialists, the opportunity to create an environment of health care in the entire society will be created. The concept of culture is based on thinking. It is the factor that distinguishes a civilized person from an uncivilized person that manifests itself in the process of “being able to observe knowledge, skills and qualifications” formed in a person. Because the value of health is built on the basis of the great importance of health for a person, it does not lose its importance for the human society, each individual, social groups, and classes, and it is considered the main humanitarian value for all of them, which is transmitted from generation to generation. The meaning of the word “Health” corresponds to the concepts of health and well-being. The meaning of the word “Care” corresponds to the words to protect, to show kindness, to preserve. Having “health care” is a scientific-theoretical vision, idea, knowledge, character, behavior and moral norms, lifestyle, action, effort, and activity about health care in the way of living. It is the functioning and manifestation of economic, social, educational and labor relations with the environment in a person’s life in a mutually coordinated, non-damaging and protected manner (Fig. 1).

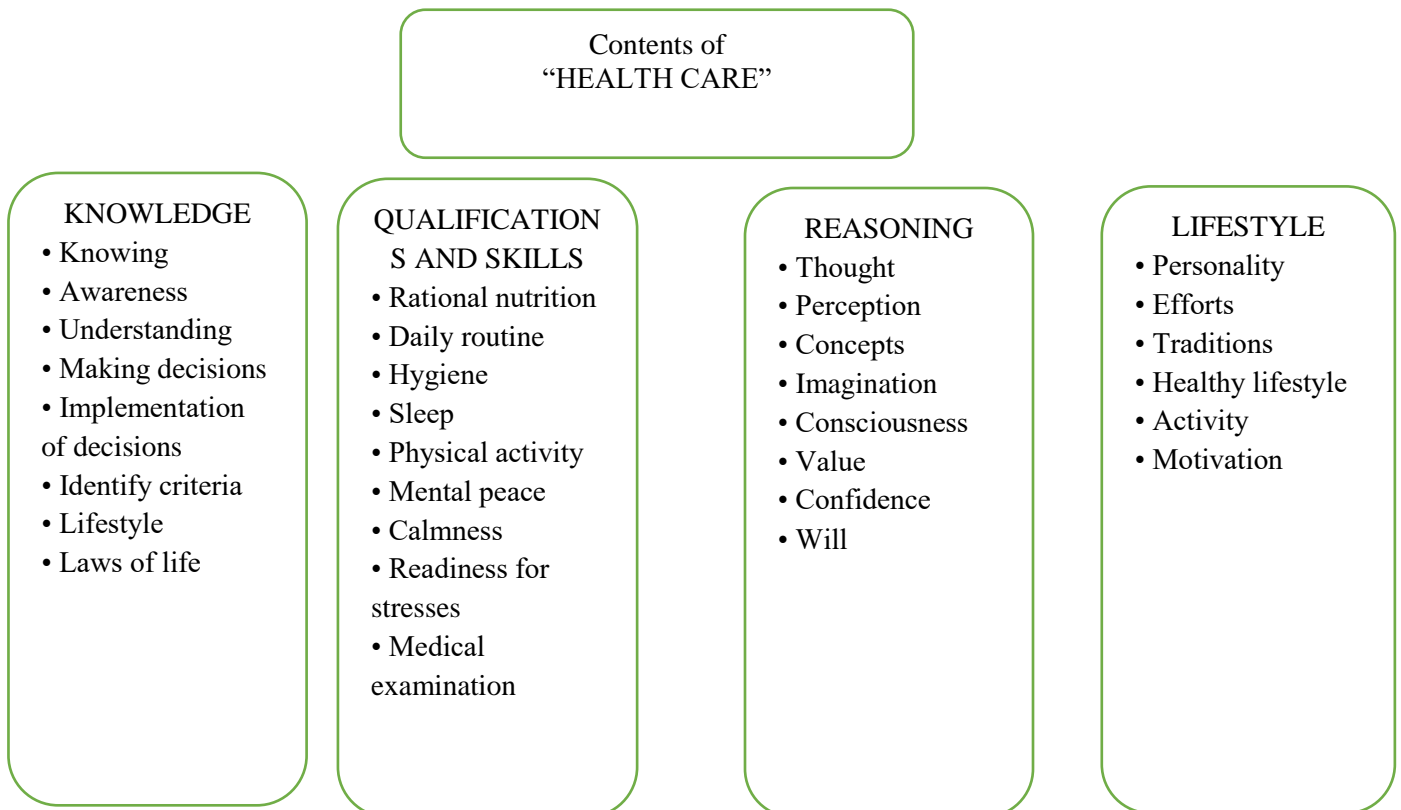


Figure 1. Contents of “HEALTH CARE”

In this article, we will try to reveal the psychological maturity, responsibility, and character system of employees, while highlighting the requirements of health care regarding the content of the employee's "health care" thinking. Psychological maturity is the product of a person's continuous growth. It does not develop on its own, but is formed in the social situation and the system of relationships in which we are. Therefore, the main characteristic of a person is his worldview. The character represents a person with a high level of spirituality. Worldview is a bridge that connects a person and the world around us. At the same time with the formation of the worldview, the character of the person is formed. Personal character is a psychological phenomenon that stabilizes the social forms of human activity. "Only in character does the individual have his permanent identity"¹

There is a common myth that the psychologically mature person is a superhuman who can do everything. In fact, the image of a mature and stable person is more realistic and multifaceted. Let's clarify this term.

1. The stable image of "I" and others. An inner stable sense of "I". This clause is the basis of stable adequate self-assessment. It can be defined as feeling good about oneself and maintaining this image even in stressful situations. A person accepts his past experience, realizes his responsibility for the present, and organizes it in such a way that it becomes a pledge of his desired picture of the future.
2. Support and realization of desires and goals. The ability to achieve the desired goal and increase interest over a long period of time. An authentic view of others; this manifests itself in empathy and social courtesy. Other people are accepted as a whole, relying on all the experience accumulated while working with them. Developing relationships with other people. A person is able to invest emotionally in a relationship, but at the same time, he can maintain his stability and autonomy.
3. A wide spectrum of affective experience. The ability to experience a range of complex, well-modulated emotional experiences. At the same time, exercise control over the impulse. The complexity of the experience is determined by the range of different emotions; they must be accessible and portable. The unconscious defense mechanisms of the psyche must work to the extent that a person is able to communicate with reality and cope with the experiences that arise from this communication. In other words, he finds a balance between drives and inhibitions, inner desires and truth, love and hate. At the same time, the ability to understand and live is affected, that is, it involves "head and heart". In addition, these processes are coordinated with internal experience.

3. Integration of the Value System.

- A mature value system (understanding what is important to me in life, secondary, what is acceptable and what is not, what I strive for and what I avoid) is rooted in parents, but is not an exact copy of it, but is individualized according to the person himself and his experience. In addition, the value system is stable, an internal product, and does not change with every external situation.

The value system is expressed in a sense of responsibility for life, realistic, but not self-critical. A person has the ability to make decisions based on himself and his internal value system.

Responsibility is one of the individual psychological qualities of a person, taking a leading place in the realization of the goals set for him in his life; it satisfies the important need of a person – the need to live in society and achieve a goal, to consider himself as a person. Responsibility, according to S.I.

¹ Hegel F. Sochinienia. - M., 1956.T.III. - p.76

Ojegov, is being accountable for one's actions and behaviors. Accountability is being responsible to and providing an account of one's actions; being held responsible is being penalized for one's behavior. According to S.F. Anisimov, the social aspect of the analysis of moral responsibility, responsibility is seen as a set of object requirements, as a special quality that is needed in the community in the form of a collective norm, moral principles. He defines responsibility as a psychological content, which can be seen as specific emotions: a sense of responsibility and a form of emotion, obligation, pride, etc. In our opinion, responsibility is an aspect that reveals the quality of a person's character and fulfills it. At the same time, responsibility is related to the human will, and the human will is developed by the external environment, penetrating the inner structure of the human character.

The problem of expression of responsibility appears as an interaction of internal and external control mechanisms of behavior in certain social situations. The processes of building one's own social and personal identity (similarity), personal values that provide individual strategies of behavior in changing social environments, the formation of a system of cognitive mechanisms, that is, in general, the activity of a person in the process of socialization is an important part of socio-psychological knowledge today. According to V. Bykov, a person who wants to be responsible must be free, and on the contrary, if he is not free, he will be irresponsible or try to outsource responsibility². That's why a person's self-confidence, accumulated knowledge and especially experience are important when starting to perform any work. According to H. G. Gadamer, to be responsible means to try to understand the essence of the event and act according to this understanding³.

When making a decision to perform a certain task, a person makes a choice between his narrow and broad interests, that is, "I have to do" and "I want to". We are talking about normative regulation, the main behavior control mechanism in situations where free will exists. There are two forms of normative regulation (control):

1. Customary-traditional regulation. The main criteria of this behavior regulation are the norms that exist in society today. The implementation of these standards is controlled by "instances" and should be accountable to them.
2. Spiritual and moral regulation. General ethical principles in the environment, which are valuable and binding for the individual, come into play as criteria. The entity of responsibility itself serves as an instance. A person's behavior is evaluated based on how he behaves in the external environment, his responsible behavior and his attitude to work. Psychologist A.F. Plokhotny studied this problem and expressed the opinion that the sum of knowledge is not related to human will and emotions, but is related to life position and personal goals. The goals that a person sets before him are the meaning of a person's existence in this world. To achieve this goal, he overcomes all difficulties and takes on all responsibilities with determination. Responsibility is actually a quality that actively participates in volitional processes, without which the human will is considered weak. In our opinion, the problem of responsibility is one of personal qualities. In order to achieve a goal or perform any activity during a person's life, willpower and responsibility are definitely required. Including, the full formation of this quality in the employees of the enterprise in the field of personal health, which certainly plays an important role in the development of every sector in our society. The content of employee "health care" thinking: as "health care" requirements for the person, we defined wishes and goals, responsibility, self-evaluation system.

² Bykov S.V. Socio-psychological regulation of personal responsibility. Dissertation for the degree of doctor of psychological sciences. - Kazan, 2006. -s. 29

³ Bykov S.V. Socio-psychological regulation of personal responsibility. Dissertation for the degree of doctor of psychological sciences. - Kazan, 2006. -s. 29

While conducting research with 85 employees—respondents of the facility selected on the basis of these views, we used the psychologist Carl Jung’s personality type test to determine their personality types, because the social health of employees in the organization is characterized primarily by the expression of their personal aspects. 25% of the male respondents involved are busy with their experiences, enter into few relationships, rarely talk, hardly make new acquaintances, do not like risk, perceive the experienced relationships as difficult, have no opportunities to lose and win, employees with a high sense of anxiety (Table 1). And 55% of employees are easy to communicate with, they have a high level of aggression, they like to be the center of attention, they get to know each other easily, they are impressionable, open and affectionate, they can have useful people among their friends, they judge people “by their appearance”. And 19% of them successfully join new large companies, have no problems communicating with strangers, establish and maintain social relationships. At the same time, representatives of this type are not as demanding as extroverts, and they also do not have a superficial attitude to social relations. Like introverts, ambiverts listen to the feelings and emotions of others, try not to offend them (even accidentally), not to embarrass them. They are representatives of the approachable field that takes responsibility.

Table 1

Employee personality types within the organization

№	Personality types	Employees of the organization			
		Women (n=32)		Men (n=56)	
		number	percent	number	percent
1.	<i>INTROVERSION</i> : preoccupied with his own experiences, rarely socializes, rarely talks, hardly makes new acquaintances, does not like risk, perceives experienced relationships as difficult, has no opportunities to lose and win, high sense of anxiety; phlegmatic, melancholic.	8	25%	14	25%
2.	<i>EXTROVERSION</i> : easy to communicate, they have a high level of aggressiveness, they like to be the center of attention, they get to know easily, they are impressionable, open and friendly, there can be useful people among their friends, they judge people “by their appearance”, choleric, sanguine.	16	50%	31	56%
3.	<i>AMBIVERSION</i> : individuals with weakly expressed characteristics of both types.	8	25%	11	19%

Therefore, almost all employees of the enterprise are responsible. It turned out to be psychologically mature, sociable, emotional, open and kind employees.

The “health care” characteristics of employees arising in connection with the social environment, and the social health of a person depends in many ways on his personal and professional self-awareness, satisfaction with family and social status, the reality of life goals, their socio-cultural situations

(economic, social and psychological conditions). And, finally, spiritual health determines the meaning of human life; naturally, it is influenced by high morality, ideas about the meaning and fulfillment of life, principles of creative approach to oneself and the environment, love and faith. All this affects person's lifestyle, his rational goals both individually and as a whole, creates an objective social and cultural environment for his development⁴. While studying the health care characteristics of employees related to the social environment, we focused on values and conducted a survey among them to study their impact on the socialization of employees towards work. The purpose of the questionnaire (Appendix 2) was to study the values of employees and their relationship to the concept of human ethics, as well as to determine the dynamics of the development of social values, to determine the impact of the value system of employees on understanding their identity in society, defining their life goals, and socialization. 85 employees between the ages of 25 and 50 took part in the survey. The questionnaire was conducted on the basis of 3 questions. 37% of the respondents were women and 65.0% were men, 25–31 years –12.0%, 32–42 years – 73.6%, 43-50 years –14.4%, and the results of their answers were analyzed. When analyzing the value system of young employees, the study of factors such as age structure and level of education, and family status ensures the impartiality of their assessments of life and values. Values have social characteristics and are formed and developed during the practical activities of people. Values arise in connection with a set of things and events that are beneficial for people's activities in various fields, primarily in the field of production and labor. Then gradually, due to the increasing activity of the subject, it begins to act as a relatively independent field. Natural and social phenomena are included in the list of values as a result of human activity. Values are a rich and multifaceted concept that includes natural, socio-political, legal, material, spiritual, religious, moral, artistic, and aesthetic content. Any value is a product of human activity, an expression of his attitude towards the environment. Value is a necessary product of the social and spiritual development of the society. Each value is the spiritual essence of a certain era and reflects the socio-political landscape of society.

Values have a social nature, they appear and develop in the course of people's practical activities. Nothing has any value in a place where a person is burdened. Values arise in connection with a set of things, events and spiritual processes that are necessary and beneficial for a person's activities in various fields, primarily in the field of production and labor. The basic foundation of a person's identity, self, is also enriched and filled with value. In their practical activities, people satisfy their natural demands and needs, which are necessary for life, using the properties of objects and events. Value arises as a result of human and society's relationship to the external world with their internal needs and their relationship to reality. The acquisition of a stable characteristic of this relationship is expressed by the term "valuable orientation" that serves to form the goals and motives of human activity.

Values orientation encompasses the individual's life experiences and dreams. That is why value orientation has its own psychological description and reflects all the components and the whole system of the personality structure. The system of values forms the basis of national and universal culture and reflects the spiritual and social needs, interests, social actions and behavior management of the members of the society.

In the current period, the value of a certain person can be manifested in:

- relation to nature, processes taking place in the external world, place and activity in these processes;
- attitude towards people belonging to different races, nationalities, social strata, striving for different goals and values;
- his attitude towards himself, his family, marriage, team, and place in society;

4 Sobirova Z., Tolipov B. Issues of healthy lifestyle and its social necessity. The role of a healthy lifestyle in the formation of acmeological views of young people. Proceedings of the international scientific-practical conference. Publishing House of the Institute of Philosophy and Law, Tashkent, 2008, p. 64-65

- participation in labor, production, and economic processes, contribution to the process of meeting the material needs of the society and creating material wealth;
- his participation in political changes, community management, democratization, what goals he pursues in this process;
- activities related to the position, how to behave, and participation in this process in the current era, when the value system established in the society has changed rapidly;
- modern requirements of modern universal technologies, production and management tools, actions taken to improve qualifications, abilities, and skills in this regard;
- to be able to harmonize the demands and needs of natural maturity, physical health, and economic security, with spiritual and moral maturity and practical activities;
- spiritual maturity, moral maturity and refinement, knowledge, ability, talent, ability, and for what purposes they use them;
- the ability to adapt his personal, national, religious, racial, class, and other interests and goals, demands and needs, aspirations, and activities to the requirements of humanity;
- awareness of the essence of limitation, individualism, localism, nationalism, superstition, and other heresies, attitude towards them, etc.

Taking into account the above aspects, it is possible to assess the value of a person and, on this basis, to determine the types of specific individuals.

When we determined the attitude of employees toward the concept of value (Table 2), we found that the 3 highest-colored items of men’s choice: high-paid work, use of technology (cars, computers, etc.), and professional knowledge, career are valuable concepts for a person, and it was found that the 3 lowest-colored items: health, success in sports as well as cultural leisure are related to life values.

And in the women’s competition, the 3 highest colors were personal culture (communication and behavior), to be stylish, to look good, being interested in fashion, and the family was recognized as the most important. The 3 lowest colors achieving success in sports, using technology (car, computer, etc.), and cultural leisure were found to be related to life values.

Table 2

The choice of values of the organization’s employees

Values	Men (n=56)			Women (n=32)		
	place	number	percent	place	number	percent
To be fashionable, to look good, to be interested in fashion	7	25	44%	2	29	90%
High paying job	1	53	94%	5	29	96%
Good health	8	21	37%	6	13	40%
Personality culture (communication and behavior)	5	29	51%	1	31	90%

Personal development	6	27	48%	4	18	56%
Professional knowledge, career	3	40	71%	7	26	81%
Family	4	39	69%	3	27	84%
Achieving success in sports	9	16	28%	10	6	18%
Use of technology (car, computer, etc.)	2	45	80%	9	3	9%
Cultural leisure	10	8	14%	8	11	34%

It is worth saying that the employees of the company constantly pay attention to high-paying work, use of technology (car, computer, etc.) and professional knowledge, career and personal culture (communication and behavior), being modern, appearance, interest in fashion and family. But health, success in sports, and cultural entertainment were not considered their life values. This can lead to a decrease in social and economic motivation, mental stress, and physical weakness in the labor team.

We organized the work based on the “Health care” technology (Fig. 1) to study the social and psychological health of the employees of the organization. In the first stage, health promotion was carried out for the employees of the Department of Employment Assistance, Development of Entrepreneurship and Family Business, Department of Improvement, Real Estate and Environmental Affairs, Department of Finance and Economy, Department of Organization and Coordination of Safe Neighborhood Activities, Department of Organization of Cooperation with Law Enforcement Bodies. During 1 week, an effort was made to establish control over health and its determining factors, that is, several booklets representing health in work were developed and distributed. Because flyers and booklets as a strategy help to form certain skills in individuals, are focused on changing social, economic, and environmental conditions in a positive direction and thereby reducing their negative impact on human health.

In the second stage, we conducted prevention work for employees for 60 minutes every day from 16:00 to 17:00 for the 2nd week. This process was related to the prevention of diseases that could affect workers’ health. The primary prevention of illness and injury is focused on protecting oneself from health risks. At this stage, social, economic, medical, and psychological information and knowledge were delivered pedagogically, and lectures were read.

The third stage was connected with social, pedagogical, and psychological service. Social, pedagogical, and psychological service is intended to identify, assess and treat health problems and their causes early, thereby eliminating or reducing their harmful effects on human life.

“Health Care” technology

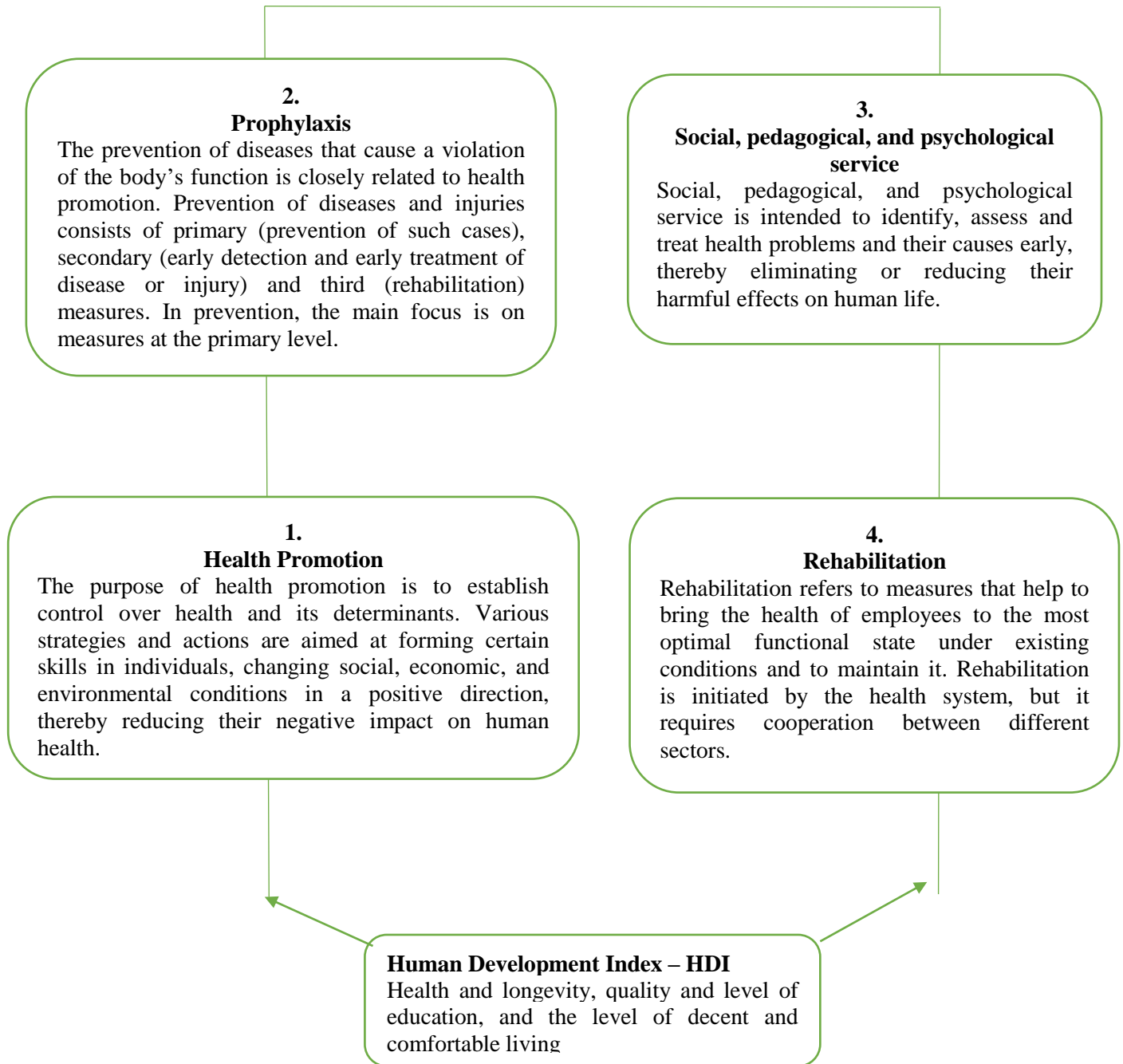


Figure 1. “Health Care” technology

Social psychological training (SPT) was conducted *on Tuesday and Friday of the 3rd week from 16:00 to 17:00*. SPT is to psychologically prepare people for the labor process, to form the necessary skills in them in a short period within the framework of special programs. Most importantly, people’s health literacy increases during SPT. Practical health communication training is a form of SPT, which is an activity aimed at creating communicative competence, skills, and knowledge necessary in the process of carrying out this or that activity.

The socio-psychological essence of the training method is that through this method, health skills are formed in people, and they are accustomed to behaving correctly in various social conditions. In other words, training is attitude training. The members of the training group usually ranged from 7 to 15 people, and the training lasted for several days. Such a common “psychological language” appears among the members of the training group that they soon cannot only understand others and their feelings but also positively influence each other. They develop the ability and desire to put themselves in the place of “others” during communication, to correctly understand their inner world, and develop behavioral patterns.

Thirdly, training in T-group trains the participants not only in various complex aspects of the communication process, but also in its substantive aspects, so that they can understand the basic meaning of each phrase and gesture in communication. The fourth stage is Rehabilitation, the essence of which is measures to bring the health of employees to the most optimal functional state under existing conditions and help to maintain it. Rehabilitation is initiated by the health system, but it requires cooperation between different sectors. In our conditions, there were no employees who reached the level of rehabilitation.

As we conducted the experiment on the basis of the “Health care” technology, the participants were divided into 2 groups, the first group was the experimental group, and the second group was the control group (Table 3). Their cognitive, emotional and behavioral levels were determined based on questions.

According to the indicators in the table, there is a difference in all experiments in the experimental group compared to the control group. For example, in the experimental group, the high level of cognitive processes, emotions and behavior was 59% of the participants, while in the control group this level shows 21%, that is, the state of differentiation was reflected in 2 times.

Table 3
Social psychological well-being of employees in experimental and control groups

Cognitive, emotional and behavioral levels	Levels	Groups			
		Experimental group ($n_1=43$)		Control group ($n_2=42$)	
		amount	percent	amount	percent
High	25	59%	9	21%	
Average	13	30%	21	50%	
Low	5	11%	12	29%	
Total	43	100%	42	100%	

In the control group, 50% of the participants showed an average level. In the experimental group, 30% of the participants had an average level. 11% of the participants from the experimental group had lower cognitive, emotional and behavioral levels. In the control group, this indicator is slightly higher. The work process organized on the basis of psychological training shows the state of growth of the participants’ knowledge about social health, professional actions, both emotionally and cognitively.

Conclusions and Recommendations

Therefore, on the basis of the “Health care” technology, it is possible to bring the employees of the enterprise to a higher level by developing their social and psychological health, influencing their cognitive, emotional and behavioral levels, which in turn can be achieved in a motivational way, with a positive effect on the work coefficient.

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