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Socio-Psychological Factors of The Influence of The Safe Environment in The Organization on The Psycho-Emotional State of Employees

Khusanbayeva Ziyoda Makhmudjon kizi

Tashkent University of Applied Sciences, Psychology Department Lecturer, Uzbekistan

Abstract: This article analyzes the impact of the safe environment in the organization on the psycho-emotional state of employees and the socio-psychological factors influencing this process. During the study, the influence of such factors as psychological security, trusting relationships between managers and employees, collective support, and fair assessment on the mental stability of employees, the level of stress, and emotional fatigue was studied. According to the results, it was found that the higher the level of psychological security in the organization, the more positive the psycho-emotional state of employees. The article is prepared on the basis of a correlation study and scientifically illuminates the significance of socio-psychological factors in improving the well-being of employees.

Keywords: Psycho-emotional state, psychological security, socio-psychological factors, organizational environment, manager-employee relations, emotional fatigue, stress, collective support.

Introduction: Currently, one of the important factors in ensuring effective labor activity in organizations is the stabilization of the psycho-emotional state of employees. Stress, emotional tension, and fatigue arising in the work environment are often associated with socio-psychological factors, among which the presence of a psychological security environment is of particular importance. Freely expressing one's opinion in the organization, not fearing punishment for mistakes, and feeling social support directly affect the

mental health and motivation of employees.

The term psychological security was introduced into scientific discourse by A. Edmondson (1999), which refers to the socio-climate in which members of a team can exchange opinions while respecting each other. In organizations with such an environment, employees feel valued, protected, and an integral part of the team, which serves their psycho-emotional stability.

This article systematically analyzes how the safe psychological environment in the organization affects the psycho-emotional state of employees and the socio-psychological factors influencing this process. At the same time, based on correlation studies, the degree of correlation between these factors is determined, and practical recommendations are developed.

Theoretical analysis

The psycho-emotional state of employees is one of the important factors determining labor productivity. The level of mental stability, emotional balance, and internal motivation directly affects the employee's attitude towards work, professional loyalty, and initiative. In scientific sources, the psycho-emotional state is characterized by such indicators as stress, emotional fatigue, anxiety, job satisfaction. Psychological security in an organization is an important socio-psychological state associated with the ability of employees to freely express their opinion, not to be afraid to offer news, and to feel protected from social punishment. According to the concept of "psychological safety," developed by A. Edmondson, in such an environment, team members are open to innovation, are not afraid to admit mistakes, and work on the basis of mutual

Studies show that in organizations with a high level of psychological security, the level of stress of employees is low, emotional fatigue is low, and job satisfaction is high. In this case, socio-psychological factors, that is, open and fair communication with the leader, collective support, reliable and constructive relationships, play a key role in the formation of the psycho-emotional state.

Also, negative social phenomena, such as bullying, psychological violence, and unfair assessment, disrupt the mental state of employees and cause them to lose a sense of security. This leads to emotional fatigue, anxiety, and professional depression. Therefore, such factors as the formation of a healthy socio-psychological environment in organizations, reliable communication, a positive leadership style, and collective solidarity are considered as the main factors in ensuring the psycho-emotional well-being of employees.

CONCLUSION

The research results showed that the psychological security environment in the organization has a significant impact on the psycho-emotional state of employees. When employees felt themselves in a trusting, supportive, and respected environment, the level of emotional fatigue, stress, and depression decreased among them, and conversely, the level of job satisfaction, motivation, and stability increased.

In teams with high psychological security, employees are prone to freely expressing their opinions, are not afraid to admit their mistakes, and are active subjects who develop communication based on mutual respect. This not only strengthens their emotional stability, but also creates a healthy socio-psychological environment within the organization.

The socio-psychological factors identified in the study - open communication between the manager and employee, fair assessment, collective support, and positive work relationships - were recognized as the main factors increasing the level of psychological security. On the contrary, in environments with a sense of psychological violence, neglect, and injustice, the psycho-emotional health of employees is disrupted, which negatively affects the quality of work.

Thus, to stabilize the psycho-emotional state of employees in organizations, it is necessary, first of all, to develop measures aimed at ensuring psychological safety. The following recommendations can be put forward in this regard:

Encourage open and trusting communication between managers and employees;

To listen to the opinions of employees and make decisions based on consultations with them;

Implementation of psychological training and counseling services that reduce stress in the organization; Formation of a climate based on positive attitudes and mutual respect in the team; Continuous use of diagnostic tools that measure psychological safety.

In general, creating a safe and supportive environment in the organization not only ensures the psychological well-being of employees, but also has a positive impact on their productivity and professional development. Therefore, conducting research in this area and implementing it in practice is one of the urgent scientific and social tasks. Socio-psychological factors of studying the influence of the safe environment in the organization on the psycho-emotional state of employees

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