

PECULIARITIES OF STUDYING THE SOCIAL PSYCHOLOGICAL ENVIRONMENT IN THE PEDAGOGICAL TEAM

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Abstract

The socio-psychological environment in the pedagogical team has a significant impact on the effectiveness of teamwork, professional relations and educational results. Understanding its characteristics provides insight into how interpersonal dynamics, communication styles, and emotional climate shape team performance. This study examines the characteristics of the social psychological environment in pedagogical teams, focusing on its influence on cooperation, motivation, and conflict resolution. The article shows methods of studying this environment, highlights problems and suggests strategies for creating a positive social psychological climate.

Keywords: Pedagogical team, socio-psychological environment, psychological climate, mutual relations, professional development, conflict management, effectiveness of the educational process, cooperative culture, psychological service, relational culture, emotional climate, team cohesion, communication strategies, team work.

Introduction

Pedagogical team is not a group of pedagogues working together; it is a dynamic system influenced by social and psychological factors. The socio-psychological environment reflects the network of relationships between team members, common values, emotional states and forms of communication. This environment directly affects the effectiveness of education, the well-being of pedagogues, and the overall success of the educational institution.

Studying the socio-psychological environment in pedagogical teams is important for determining the factors that encourage or hinder cooperation, innovation and job satisfaction. Understanding these factors can help create a supportive environment that encourages professional growth and enhances the quality of education. This article focuses on the specifics of studying this environment and provides theoretical and practical insights.

Social psychological environment refers to collective social and emotional dynamics within a group or organization. In the context of a pedagogical team, it has a significant impact on cooperation, motivation and the overall effectiveness of the team. Below are the main features of such an environment:

Interpersonal Dynamics: Interpersonal relationships form the basis of the social psychological environment. Trust, respect, empathy and mutual support among team members are essential



to creating a positive environment. Healthy relationships encourage cooperation, while tense dynamics can lead to misunderstandings and reduced team effectiveness.

Communication patterns: Communication within the pedagogical team reflects its social psychological environment. Open, transparent and respectful communication promotes understanding and teamwork. On the other hand, miscommunication can cause conflict and destroy cooperation.

Emotional Climate: The collective emotional state of a team or its emotional climate has a significant impact on productivity and motivation. A positive emotional environment characterized by enthusiasm and mutual encouragement inspires creativity and commitment. Negative emotions such as stress or hostility can lead to burnout and reduced job satisfaction.

Conflict Management: The ability to manage and resolve conflicts effectively is a hallmark of a healthy social psychological environment. Conflicts are inevitable in any team, but how they are handled determines whether they become opportunities for growth or sources of division. Constructive conflict resolution relies on open communication and commitment to common goals.

Shared values and goals: A shared vision and shared values align the efforts of team members and create a sense of purpose. If teachers are united by common educational goals, they can work together effectively and maintain a positive atmosphere.

The study of the social psychological environment includes the analysis of interpersonal relationships, communication patterns, emotional climate and shared values within a team or organization. The following methods are usually used in such studies, in particular, in pedagogical teams:

Questionnaires and Questionnaires: Surveys are a common tool for assessing community members' perceptions of the socio-psychological environment. Instruments such as the Organizational Climate Description Questionnaire (OCDQ) can provide quantitative information about team dynamics and relationships.

Observation: Observing interactions within a team during meetings or collaborative tasks provides valuable insights into communication styles, conflict resolution, and emotional climate.

Interviews and focus groups: Conducting interviews or focus group discussions allows researchers to explore the subjective experiences of community members. These techniques are particularly useful for understanding underlying problems and uncovering potential solutions.

Disease research: Analyzing specific instances of team dynamics, such as successful collaboration or conflict resolution, provides detailed information about the functioning of the social psychological environment.

Social Network Analysis (SNA): SNA examines relationships and communication flows within a community. It identifies central figures, subgroups and potential barriers within the team.

The study of the social psychological environment involves the study of complex and dynamic interpersonal and emotional factors within a group or organization. Despite the importance of understanding these elements, researchers face a number of challenges:

Subjectivity of perceptions: Individual experiences and perceptions are very different, making it difficult to objectively understand the socio-psychological environment.



Resistance to evaluation: Team members may be hesitant to participate in research for fear of judgment or repercussions. Building trust and ensuring confidentiality are essential to overcome this barrier.

The dynamic nature of communities: The social psychological environment is not static; it evolves based on external pressures, leadership changes, and team composition. Longitudinal studies are needed to capture these dynamics.

Cultural and Institutional Differences: The social psychological environment varies across cultures and institutions. What works in one context may not work in another, requiring tailored approaches.

The socio-psychological environment in the pedagogical team is a decisive factor affecting its effectiveness and quality of education. By studying its characteristics, teachers and administrators can identify areas for improvement and implement strategies to create a supportive and collaborative environment. Future research should focus on longitudinal studies and cross-cultural comparisons to deepen our understanding of this important aspect of educational practice.

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