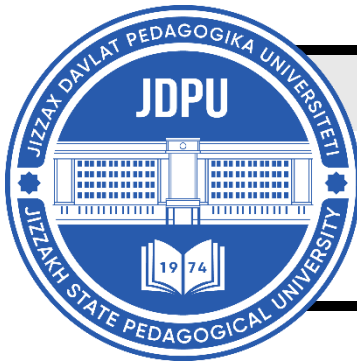


**MENTAL ENLIGHTENMENT SCIENTIFIC –
METHODOLOGICAL JOURNAL****MENTAL ENLIGHTENMENT SCIENTIFIC –
METHODOLOGICAL JOURNAL**<http://mentaljournal-jspu.uz/index.php/mesmj/index>**DEVELOPING EMOTIONAL INTELLIGENCE IN MANAGERIAL
ACTIVITIES AS A KEY COMPONENT OF LEADERSHIP****Raximboy Yarmatov**

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ABOUT ARTICLE

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Abstract: This article discusses the development of emotional intelligence in managerial activities as a key component of leadership. It emphasizes that in today's globalized and fast-paced work environment, emotional intelligence is a crucial factor in enhancing managerial effectiveness.

In today's complex business and management environment, success is determined not only by technical skills but also by the emotional intelligence (EI) of leaders. Emotional intelligence is the ability of an individual to be aware of their emotions, understand the emotions of others, and effectively interact with them. This ability plays a crucial role in managing human resources, developing teams, and creating a positive environment in managerial activities.

Management is not merely a collection of numbers, plans, and strategies; it is a subtle art of working with people. Every management decision requires a deep understanding of people's psychology, needs, and motivations. Ensuring harmony between the emotional atmosphere and interpersonal relationships in the organization is crucial for its development.

Emotional criteria such as maintaining emotional balance, showing empathy, and inspiring people reinforce the key direction of organizational development. Leaders who value the personal qualities of each team member and unlock their internal potential provide more effective leadership.

Thus, the primary goal of management is not only to achieve goals but also to correctly utilize human resources in this process and manage them harmoniously. In this context, emotional criteria become a true symbol of effective management.

What is emotional intelligence? Emotional intelligence is the ability to recognize and manage one's emotions, understand the emotions of others, and influence them, as well as successfully manage social interactions. The key components of emotional intelligence are:

- **Self-awareness:** the ability to recognize one's emotions and understand their impact on behavior.
- **Self-management:** the ability to control one's emotions and manage stress.
- **Motivation:** striving towards internal goals and showing persistence.
- **Empathy:** understanding others' emotions and showing compassion.
- **Social skills:** the ability to successfully interact with others and establish positive relationships.

The role of emotional intelligence in management Managers should not only monitor task completion but also understand the emotional state of employees for effective management. In today's globalized and fast-paced work environment, emotional intelligence is a critical factor in increasing managerial effectiveness.

Leaders with high emotional intelligence not only achieve goals but also effectively manage their teams. They understand employees' emotions and interact with them according to their states, which enhances employee satisfaction and creates a positive work atmosphere.

Emotional intelligence in team management Leaders with high emotional intelligence can effectively resolve conflicts and establish productive relationships within the team. Emotionally stable leaders maintain calm in stressful situations and solve problems effectively. Emotional intelligence helps leaders motivate their teams and increase work productivity.

The impact of emotional intelligence on managerial activities Emotional intelligence serves as a key tool for improving communication and enhancing productivity. It helps leaders make rational decisions, control their emotions, and maintain positive emotions in the team.

Developing emotional intelligence and self-management Self-management involves controlling one's emotions and actions, as well as making responsible decisions in challenging situations. Important recommendations for developing self-management include stress management, anger control, and improving active listening skills.

The significance of emotional intelligence in modern management Emotional intelligence has become a key element of success in management, as modern leaders must not only have technical skills but also effectively manage the emotions of themselves and their

employees. This is especially important for enhancing organizational competitiveness, strengthening corporate culture, and developing leadership qualities.

Conclusion Emotional intelligence plays a crucial role in the management process, enhancing work efficiency and improving team dynamics. Modern leaders must develop their emotional intelligence for successful interaction with their teams and to achieve high results in today's dynamic environment.

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