

Psychological approaches to the problem of labor safety

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Resume: The article deals with the psychological foundations for the development and implementation of an effective labor protection management system at an enterprise in the process of professional training. Existing psychological approaches to the study and solution of the problem of safe labor are analyzed. Their importance in the development of a modern perspective approach to this problem is shown. An attempt was made to substantiate the constructiveness of a systematic approach based on the concept of organizational culture. An assumption is made about the need to develop this modification of the system approach, taking into account the system-evolutionary concept of personality and cultural-historical theory.

Keywords: labor safety, medical and psychological approach, psychotechnical approach, socio-psychological approach, systemic approach, approach from the standpoint of organizational culture.

The need to analyze the existing approaches in psychology to the study and solution of the problem of labor safety is due to the reform of the security management system based on new principles, in particular: the transition from the principles of responding to accidents to actions aimed at preventing them; based on the "acceptable risk concept". application of a systematic approach to reforming the sphere of labor protection [4]. In addition, the development of a new psychological approach to the study of labor protection and ensuring labor safety is due to the introduction of innovative IT technologies for teaching safe behavior at the workplace.

At the initial stage, the problem under study was solved on the basis of an approach that was based on information from the physiology of labor and a few psychological data on the state of a working person and was aimed at preventing pathological conditions that arise in the course of labor activity. The need for such psychophysiological studies was dictated by economic reasons: the payment of insurance premiums in connection with injuries, the occurrence of diseases caused by the development of pathological conditions at the workplace. In this regard, the management of enterprises was forced to start research aimed at preventing fatigue, distress and other types of violation of the functional state of a working person. The result of such studies was the use of protective equipment, the introduction of a work and rest regime, the creation of "rooms for psychological relief", etc. Further research in the psychology of labor safety, although they showed the significance for practice of developments carried out within the framework of the medical and psychological approach, but they were not enough to ensure full protection of labor [1].

In the psychology of labor safety, new approaches are emerging. The main idea of one of the approaches was that, in relation to labor safety, there are stable individual psychological qualities of the worker, which determine his tendency to injury, the occurrence of an accident. The area of practical application of this approach was limited to professional psychological selection. Without denying the importance of this event for the prevention of traumatic behavior, we note its limited capabilities.

A socio-psychological approach that links accidents at work with disturbed relationships between people. Initially, socio-psychological factors were associated with an unfavorable socio-psychological climate. In relation to labor safety, this climate was characterized by group norms that came into conflict with the rules of labor protection in the workplace. The practical way out of the classical socio-psychological approach was to promote safety rules at work and to develop a system of rewards and punishments. Moreover, sanctions for violation of safety regulations were used more often than encouragement for their observance. Note that this approach laid the foundation for the development of a promising concept of organizational culture in the psychology of labor safety [2].

With the development of vocational training, a psycho-logo-pedagogical approach was formed, which was reduced to the formation of knowledge and skills to eliminate traumatic behavior and threats to the health of the worker. The main limitation of this approach is not connected with the formation of knowledge about the rules of labor safety and not even with the development of behavioral skills based on this knowledge, but in the motivation for their application in the workplace. A promising direction for improving the psychological and pedagogical approach is the development of conceptual foundations for the formation of a value-semantic and motivational-need basis of a safe personality type.

So, the analysis of existing psychological approaches to solving the problem of safe work allows us to conclude that it is necessary to integrate the considered approaches. This integration is achieved on the basis of a systematic approach. Moreover, it is necessary to agree that the systematic approach involves taking into account the diversity of all different-quality factors: economic, social, legal, organizational, national-cultural and psychological. It is important to develop a labor protection management system (OSMS) in production, or rather its improvement. It becomes necessary to search for conceptual grounds for improving the efficiency of the functioning of this control system. At the same time, they emphasize that, despite the requirements of the legislation that imposes responsibility for ensuring safe working conditions on the employer, in real management practice, the first person of the company does not treat labor safety with due motivation[3].

At the same time, the effectiveness of the labor protection management system (OSMS) at enterprises depends primarily on the recognition by the first person of labor safety as a priority organizational value. Based on this requirement, it can be assumed that the theoretical basis for the introduction of an effective labor protection management system (OSMS) in the process of vocational training is the concept of organizational culture, which is widely used in management, but is not sufficiently used to develop a multi-level safety management system. Foreign psychologists attach great importance to the culture of labor safety [4].

In our opinion, the development of a multi-level system for managing safe behavior and its implementation in the process of vocational training based on a systematic approach from the standpoint of organizational culture should be based on the system-evolutionary concept of personality.

Literature:

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