_____

# Methods of Administration and their Effects on Social Conflicts

**Majidov Sadiqjon Sadullayevych**
Namangan Engineering Construction Institute
Teacher of the Department of Social Sciences

**Annotation:** This article examines different management methods and social conflicts. Sotsialnye conflicty yavlyayutsya neizbejnoy chastyu obshchestvennoy zizni i mogut voznikat iz-za lichchnykh prichin, such as racial, ethnic, political and economic differences. Conflict management plays an important role in supporting stability, harmony, and society. V state analyziruyutsya different management methods, including diplomatic, political, legal and social-economic approaches. Issledovanie pokazyvaet, chto vybor methoda upravleniya mojet imet znachitelnoe influence na character i dlitelnost sotsialnyx konfliktov. The article describes the effectiveness of any management method and ego performance and social conflicts. Nekotorye podkhody mogut sposobstvovat peaceful resolution of conflicts and sodeystvovat sotrudnichestvu and mutual understanding among different groups of society. Other methods may lead to increased tension and conflict.

**Key words:** management methods, social conflicts, conflict management, racial conflicts, ethnic conflicts, political conflicts, economic conflicts, diplomatic approach, political approach, legal approach, socio-economic approach, peaceful resolution of conflicts.

The management method can have a significant impact on social conflicts. There are several methods of management and social conflict:

1. Demokraticheskoe upravlenie: Prinyatie resheniy na osnoe consensusa i uchet mneniya razlichnyx interseptennyx storon mojet sposobstvovat razresheniyu konfliktov. Demokraticheskoe upravlenie obespechivaet uchastie grajdan v prinyatii resheniy i uchityvaet ix interesy. Eto mojet sposobstvovat snijeniyu dopolstva and prevention of social conflicts.

2. Authoritarian management: Authoritarian methods of management, characterized by the concentration of power in the hands of small groups, can lead to social conflicts. Ogranichenie svobody slova, prav i uchastiya grajdan mojet vyzyvat indolstvo i protesty, chto mojet privesti k sotsialnym conflictam.

3. Konsultativnoe upravlenie: This method of management presupposes three opinions of employees or other interested parties in making a decision. Konsultativnoe upravlenie mojet sposobstvovat snijeniyu tension i konfliktov, poskolku rabotniki chuvstvuyut sebya bolee vovlechennymi i uvajaemymi.

4. Mediation: Mediation is a conflict management method in which a neutral mediator helps the parties find a compromise solution. Mediation mojet pomoch smyagchit conflicty i dostich vzaimoponimaniya, pozvolyaya storonam vyrazit svoi interesy i obsudit vozmojnye reshenia.

5. Empathy and mejkulturnoe ponimanie: Upravlentsy, proyavlyayushchie empatiyu i imeyushchie horoshee mejkulturnoe ponimanie, mogut snizit veroyatnost sotsialnykh konfliktov. Umenie slushat i ponimat need i motivy drugikh lyudey pozvolyaet predotvratit noplststvo i raznoglasi.

The specific influence of management methods and social conflicts depends on the context, cultural characteristics and other factors. Otkrytyy dialog, vzaimnoe uvajenie i spravlidoe raspredelenie resursov yavlyayutsya klyuchevymi aspectami upravleniya, sposobstvuyushchimi snijeniyu sotsialnyx konfliktov.

Management and its methods can have a significant impact on social conflicts. Here are some methods of management and their possible impact on social conflicts: Dialogue and mediation: The use of dialogue and mediation can help resolve conflicts by ensuring open communication between the parties. This can help the parties to the conflict understand each other's positions, find common interests and work towards finding a compromise. Dialogue and mediation can alleviate tensions and help build trust between the parties, which can lead to a peaceful resolution of the conflict.

Political reforms: Reforms in the political sphere, such as improving the process of representation, expanding the rights and freedoms of citizens, can reduce social conflicts. When citizens have the opportunity

_____

_____

to express their opinions, participate in decision-making and see the results of their participation, this can reduce the feeling of inequality and injustice that can cause conflicts. Economic measures: Economic policies and measures can also influence social conflicts. Inequality in the distribution of resources, access to economic opportunities and working conditions can be a source of tension and conflict in society. The adoption of policies that reduce inequalities, improve access to education and health care, and create equal opportunities for all citizens can help reduce social conflict.

Judicial system: An efficient and fair judicial system can play an important role in resolving social conflicts. When citizens have confidence that their rights will be protected and that they will receive a fair trial, this can reduce the likelihood of violence and lynching. Guaranteeing legal protection and access to justice for all citizens can help reduce conflict and create a more stable society. Social inclusion and education: Social inclusion and education play an important role in preventing social conflicts. When all citizens have equal opportunities to receive education, access to information and resources, this can reduce inequality and increase social justice. Education also promotes critical thinking and empathy, which can help people understand each other better and find ways to cooperate instead of conflict.

All these control methods can interact and influence each other. The combination of these methods, adapted to the specific contexts and needs of society, can help prevent and resolve social conflicts, creating a more sustainable and harmonious society. The modern world is often faced with social conflicts that can cause tension and disruption of harmony in society. However, there are various management practices that can help prevent and resolve these conflicts. In this article, we will look at several key management practices and their impact on social conflicts, as well as the role they play in building peace and promoting cooperation. Dialogue and mediation: One of the most effective methods of resolving social conflicts is the use of dialogue and mediation. These tools allow parties to a conflict to communicate openly, express their opinions and interests, and seek common solutions. Dialogue and mediation contribute to the creation of an atmosphere of trust and mutual understanding, which in turn can lead to a reduction in tension and the search for a peaceful solution to the conflict.

Political reforms: One of the root sources of social conflict is the dissatisfaction of citizens with the political system and the lack of participation in decision-making. The introduction of political reforms, such as expanding the rights of citizens, improving the process of representation, and strengthening democratic institutions, can reduce social conflicts. When citizens see that their opinions are taken into account and their rights are protected, they are more likely to cooperate and participate in public life. Economic measures: Inequality in the distribution of resources and access to economic opportunities are notable sources of social conflict. Policies that reduce inequalities, create equal opportunities, and improve working conditions can help reduce conflict. Supporting economic development, investing in education and improving access to health services are key measures that can create a more just and equal society.

Judicial system: An efficient and fair judicial system plays an important role in resolving social conflicts. Citizens' confidence that their rights will be protected and that they will receive a fair trial can reduce tension and the likelihood of violence. The guarantee of legal protection and access to a fair trial for all citizens contributes to the creation of a peaceful society based on rights and law. Social inclusion and education: Social inclusion and education play an important role in preventing social conflicts. Ensuring equal educational opportunities, access to information and resources helps to reduce inequalities and increase social equity. Education promotes the development of critical thinking, empathy and understanding, which leads to better interaction between people and the search for ways of cooperation instead of conflict.

Social conflicts are an integral part of society. They arise from a variety of causes, including inequality, resource allocation, cultural differences, and political disputes. However, conflict management and application of appropriate methods can have a significant impact on the resolution of these conflicts and the creation of a more harmonious society.

One of the important methods of managing social conflicts is dialogue and mediation. This method includes the organization of open communication between the parties to the conflict in order to find compromise solutions. Dialogue and mediation allow the parties to the conflict to better understand each other's positions, identify common interests and find mutually beneficial solutions. In addition, these methods help reduce tension and restore trust between the parties, which can lead to a peaceful resolution of the conflict. In the political sphere, there are also management practices that can influence social conflicts. One such

_____

_____

method is the introduction of political reforms. Reforms aimed at improving the process of representation, expanding the rights and freedoms of citizens, can reduce social conflicts. When citizens feel that their voice is heard and taken into account in decision-making, it can reduce the sense of inequality and injustice that are the source of conflict.

Economic measures also play an important role in the management of social conflicts. Inequality in the distribution of resources and access to economic opportunities can be a source of social tension. Adopting policies that reduce inequalities, improve access to education and health care, and create equal opportunities for all citizens can help reduce social conflict. The judiciary also plays an important role in managing and resolving social conflicts. Ensuring an efficient and fair judicial system can reduce the likelihood of violence and lynching. When citizens have confidence in the legal system and are confident that their rights will be protected, this contributes to the peaceful resolution of conflicts.

Finally, social inclusion and education are integral parts of social conflict management methods. Education plays an important role in developing critical thinking, empathy and understanding of the differences between people. Increasing the availability of education and creating conditions for social inclusion help to reduce inequalities and contribute to the reduction of social conflicts.

In conclusion, methods of governance and their impact on social conflicts are necessary to create a harmonious society. The combined application of dialogue and mediation, political reforms, economic measures, the judiciary and social inclusion can help prevent and resolve social conflicts, creating a sustainable and just society where differences and disagreements are resolved peacefully.

Conclusion: Management practices play a key role in preventing and resolving social conflicts. The combination of dialogue and mediation, political reforms, economic measures, a fair judiciary and social inclusion help create a more sustainable and harmonious society. Through cooperation and taking into account the interests of all participants in the conflict, peace and justice can be achieved, which is an important factor in the development of prosperous and stable societies.

**List of used literature**

1. Исмоилов, Темурбек Исломович. "Problems And Solutions Of Public Activity Of Unorganized Youth." Scientific and Technical Journal of Namangan Institute of Engineering and Technology 2.10 (2020): 242-247.

2. Ismoilov, T. I., & Umarov, I. (2018). Necessity and importance of using new pedagogical technologies in higher education. Теория и практика современной науки, (3), 28-30.

3. Islomovich, Ismoilov Temurbek. "The Content And Practical Significance Of The Principles Of Academic Independence In The Management Process Of Higher Education." Nveo-natural volatiles & essential oils Journal| NVEO (2021): 4264-4270.

4. Ismoilov, Temurbek Islamovich. "Social and legal solutions of insurance mandatory recommendations." Scientific and Technical Journal of Namangan Institute of Engineering and Technology 1.3 (2019): 152-154.

5. Islomovich, Ismoilov Temurbek. "Academic Profession and University in the Context of the Historical Role of Higher Education." International Journal on Economics, Finance and Sustainable Development 3.3 (2021): 73-77.

6. Ismoilov, T. (2020). The development of physical qualities of the pupils of primary forms of secondary schools through mobile activities in the process of study. Scientific and Technical Journal of Namangan Institute of Engineering and Technology, 2(11), 391-394.

7. Ismoilov, Turobjon. "The importance of outdoor games in the upbringing of a harmonious young generation." Scientific and Technical Journal of Namangan Institute of Engineering and Technology 1.11 (2019): 257-261.

8. Ismoilov, T. (2020). The events through physical activities for the pupils of primary classes. Scientific and Technical Journal of Namangan Institute of Engineering and Technology, 2(10), 346-349.

_____