



## **Psychological features of managerial activity of the railway transport manager**

**K. Otojanov , National University of Uzbekistan**

Today in modern society there is a rapid technical progress, which, in turn, complicates almost any social activity and significantly increases the requirements for their performers. This trend also applies to the managerial activities of the railway transport manager, which is viewed as a multi-component process, usually covering both human resource management and business information management, rather complex technological processes, etc. [1].

The analysis of the scientific literature on the studied problem shows that the managerial activities of the railway transport manager are directly embodied in certain actions and complex operations carried out by a specialist manager in the management process, the direct realization of managerial functions. At the same time, this process is directly characterized by the collective labor of various workers, specialists, between whom certain socio-psychological links are formed [2].

In turn, the professional activity of workers of the overwhelming majority of railway transport specialties has a rather complex integrated character, combining intellectual and physical production functions. Rapid development, technological progress leads to a significant increase in the volume of professionally significant qualities, knowledge and skills, need for their continuous improvement within their official duties and in the future career development. The prevailing contingent of personnel are highly qualified personnel. This is due to the automation and computerization of the industry. These specialists are characterized by a complicated set of labor functions, the daily growth of the importance of intellectual approaches to professional activity.

The professional activities of staff in the railway transport system, have the following character:

- performing, i.e. compliance with technological and operational regulations, ensuring the efficiency of technical systems;
- governing, i.e. organization of work and improvement of production, selection, placement and training;



- innovative, i.e. search, modernization, planning, introduction of innovations aimed at the development of production, development, improvement of technical means and technological processes, activation of production reserves [1,3].

It should also be noted about the wide range of specialization of professional qualities of railway transport staff:

- design of technical objects, systems;
- development, modernization, production, operation of technical equipment;
- research in the field of technical and other sciences;
- instructor and methodological support for the production, use of technical objects, systems, etc.

Modern professional activity of railway transport personnel tends to reduce the volume of specialties with a simultaneous increase in the volume of knowledge and skills necessary for managing the processes carried out. This is due to the active implementation of automation systems. However, the types of professional activity of railway workers, include:- performance of direct official duties (specific tasks, work);

- professional communication;
- scientific activity;
- work with scientific and technical literature in the specialty;
- Work with digital media in local area networks and the Internet;
- participation in scientific conferences, etc. [4].

In addition, it is advisable to note that the above processes, features of professional activity are due to several tentatively distinguished trends in the development of railway transport as an industry.

Thus, the first trend, to a greater extent, is connected with the ongoing dynamic reforms in the Republic of Uzbekistan, the intensification of the innovative development path. Political, economic, social, technological, educational and other changes are also actively projected on the managerial activities of the rail transport manager. On the one hand, these changes contribute to progress, mobilize individual and group efforts to achieve a specific goal, force specialists to constantly improve themselves, update their knowledge, creatively approach the



execution of their duties in accordance with growing requirements, and on the other, they complicate professional activities, significantly increase requirements for specialists, intellectualize professional work in transport in general, etc.

The second trend is associated with increased requirements for rail transport managers, their management activities due to the general intellectualization of the labor of various railway workers, their educational and professional levels, and the corresponding increase in material and spiritual needs. The daily activities of a manager are increasingly affecting a wider range of psychological characteristics of specialists, their purely individual capabilities [2].

The final trend is more associated with the global transformation of managerial motivation and the reduced influence of professional growth incentives. This trend is highly relevant, it increases the demand for modern-day railroad managers - business, creative, active, able to work in non-standard and sometimes in extreme conditions, adhere to an individual approach to subordinates, able to manage a team, establish proper interaction, prepare the necessary personnel reserves [1].

## **Literature**

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