

## HISTORICAL IMPORTANCE OF MOTIVATION IN INCREASING THE EFFICIENCY OF HUMAN ACTIVITY

Zulxaydarova Feruza Umarali qizi  
Teacher of Gulistan state university  
E-mail: feruza\_gdu@mail.ru

Qosimova Shamsiya Naimovna  
Student of Uzbekistan state World languages university  
E-mail: shamsiya.kasimova@mail.ru

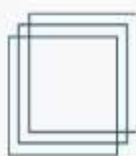
### **Annotation**

The article provides analytical information on the concept of motivation and its essence, historical problems of motivation in young people and their solutions, as well as measures taken in this regard. Also, everyone's need for external motivation is very strong today, and it is important to use positive motivation techniques.

**Keywords:** motivation, globalization, integration, motivation, spiritual riches, human philosophy, negative and positive motivational challenges, human behavior, motive mechanism, basic principles, motivational mechanisms.

### **INTRODUCTION**

In today's fast-paced world, each person shapes his or her lifestyle and attitude toward others through the knowledge, skills, abilities, habits, and other spiritual riches he or she has acquired from a similar society. The globalization and integration of the world socio-economic system has an impact on society, especially human philosophy, and leads it in certain directions. In the formation of human existence, of course, there are many negative and positive motivational challenges in these areas. While positive motivations lead a person to maturity, negative ones, on the contrary, lead a person to meanness. Negative motivational challenges can occur mainly when the society, the people are experiencing a difficult socio-economic situation. But this situation is not always observed. In particular, as the President of the Republic of Uzbekistan Sh.M. Mirziyoyev noted, "We all know what difficult times and hardships there have been in the thousands of years of history of the Uzbek people. The recent history of Uzbekistan and the world-class achievements we have made give us absolute reason to say that our brave and courageous people are able to overcome any difficulties, obstacles and trials with their own strength and will. We cherish the bright memory of our ancestors and keep it in our hearts and minds forever. We are infinitely proud of our teachers, coaches and contemporaries who have shown their unwavering example of will, dedication and courage and dedicated their lives to the comprehensive development of our dear Motherland"[SH.M.Mirziyoyev 2016: p. 56]. Our ancestors inherited good knowledge and ideas not only for us but for all mankind.



The problem of the process of the influence of positive and negative motivations on human existence has been studied in philosophy from different perspectives. Unique schools of philosophy have sprung up in the near and far abroad, based on ideas and trends that differ in the nature of scientific positions and concepts. Mankind has come a long way in its thousands of years of social development. In each period, in one country or another, opinions, ideas, theories, concepts that have such a positive social motivational significance have been put forward and implemented by individuals, which have led to the development of states and peoples, and sometimes to depression. One of the most practical and theoretical problems is to study and analyze these socially motivating ideas in depth, to distinguish them from the universal ones and to apply them to the present time because they have many years of experience.

### **MATERIALS AND METHODS**

An interactive model for managing the motivation and social aspects of interpersonal relationships, motivation among process participants was developed by Oleg Zaikin, Magdalena Malinowska, Natalia Bakhtadze, Andrzej Zylavski [Oleg Zaikin, Magdalena Malinowska, Natalia Bakhtadze, Andrzej Zylavski. 1092-1101]. They have created a motivational model to support interpersonal activities and collaboration.

### **DISCUSSION AND RESULTS**

As long as we see motivation as a factor in a person's inability to achieve certain results, a number of scientific studies have presented mutual assumptions about this concept. We can explore contemporary issues in motivation in a variety of areas, including education, health, performance management in organizations, and more. Well-known scholars in the field of education have proposed a model representing the  $A 2 \times 3$  prototypic state to identify relevant and qualitatively different motivational problems that students respond to with motivational regulation, each of which meets specific regulatory requirements [ Tobias Engelschalk, Gabriele Steuer and Marcus Dresellar 2016: p. 72-78]:

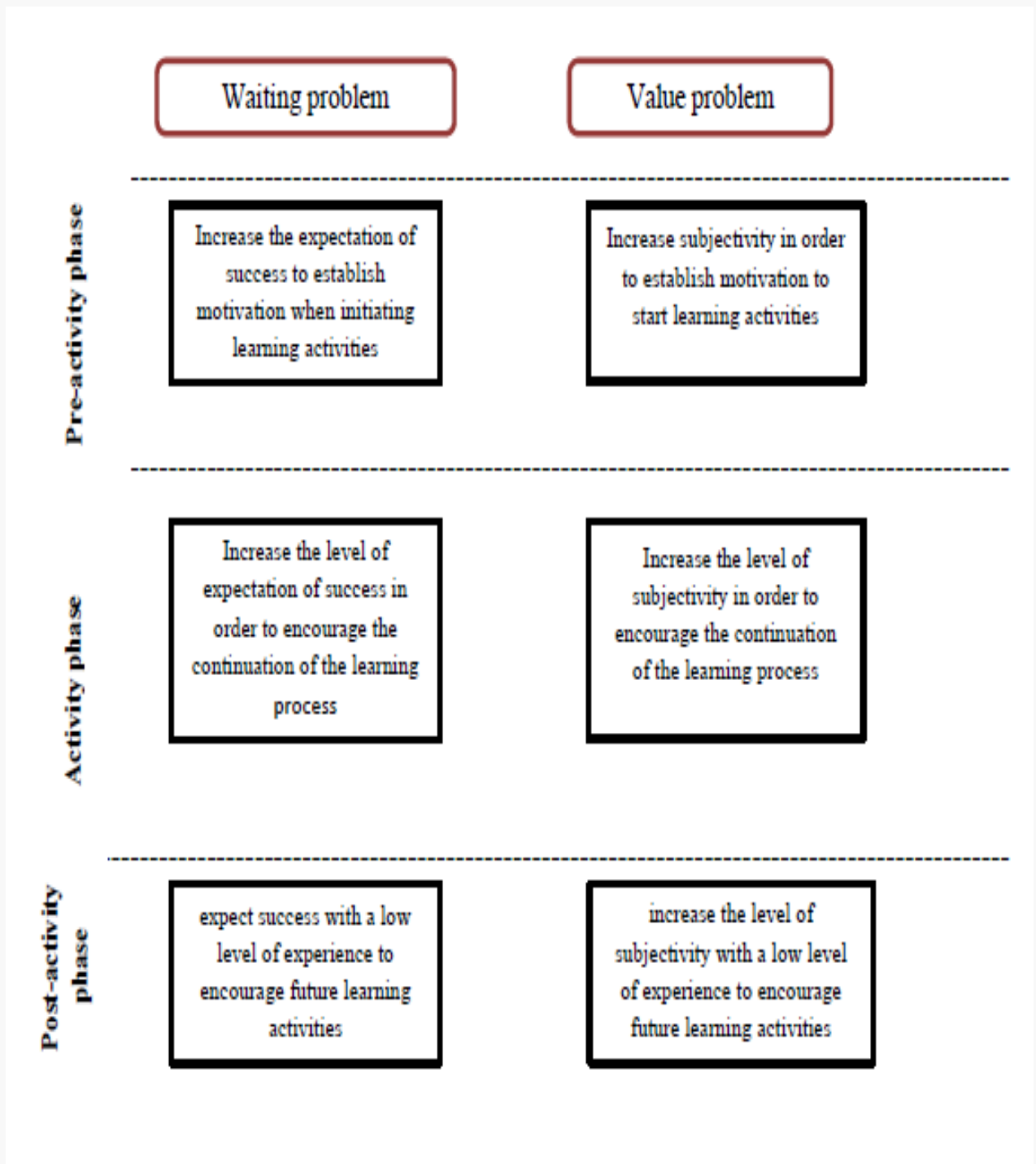
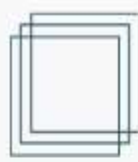
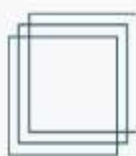


Figure 1. A 2 × 3 model of motivational problems that motivate regulation

In particular, Tobias Engelschalk, Gabriele Steuer, and Markus Dresel, scholars on the effectiveness of motivational regulation and specificity on specific motivational problems, in their “Effectiveness of motivational regulation depends on specific motivational problems” [Tobias Engelschalk, Gabriele Steuer, Markus Dresellar 2016:

<https://ejedl.academiascience.org>

**Emergent: Journal of Educational Discoveries and Lifelong Learning** is a scholarly peer reviewed international Journal



p. 72-78] developed three hypotheses about six types of motivational problems. They all focus on specific but interrelated aspects of the situational characteristics of motivational regulation. The 3 hypotheses they propose are:

Hypothesis 1: The effectiveness of student motivational regulation can be differentiated according to the types of motivational problems (differences between expected and expected values and stages of the learning process).

Hypothesis 2: Significant differences in the effectiveness of students' motivational regulation may be due to the nature of different motivational problems.

Hypothesis 3: For different motivational problems, there are moderate differences in the effectiveness of teachers' motivational regulation.

The above hypotheses contain the views of scientists on motivational issues. Motivational regulation makes it clear that it needs to be conceptualized in a very specific situation. It can be shown that if it effectively regulates motivation, it is very important if the learning process is not too difficult or expensive. In addition, it will be more varied and more difficult to create the initial motivation to start a learning activity than to maintain motivation in learning or evaluating previous motivation in order to improve motivation for future learning.

One of the problems with motivation is the development of severe depression. Researchers Ivan Grahek, Amitai Shenhav, Sebastian Musslick, Ruth M. Krebs, Ernst HVKoster, who conduct research in this area, argue that positive motivation - changes in key components of targeted behavior: reward expectations, labor costs, and assessment of control ability of the environment is an important mechanism that contributes to functional control in depression [Ivan Grahek, Amitai Shenhav, Sebastian Musslick, Ruth M. Krebs, Ernst HWKoster 2019: p. 371-381].

Scholars Lauren Baer and David K. Diehl in their "Adolescent Parenting: Motivators, Barriers and Strategies for Overcoming Obstacles" [Lauren Baer, David K. Diehl 2019: p. 226] presented motivators, barriers, and barrier-solving strategies in caring for young people.

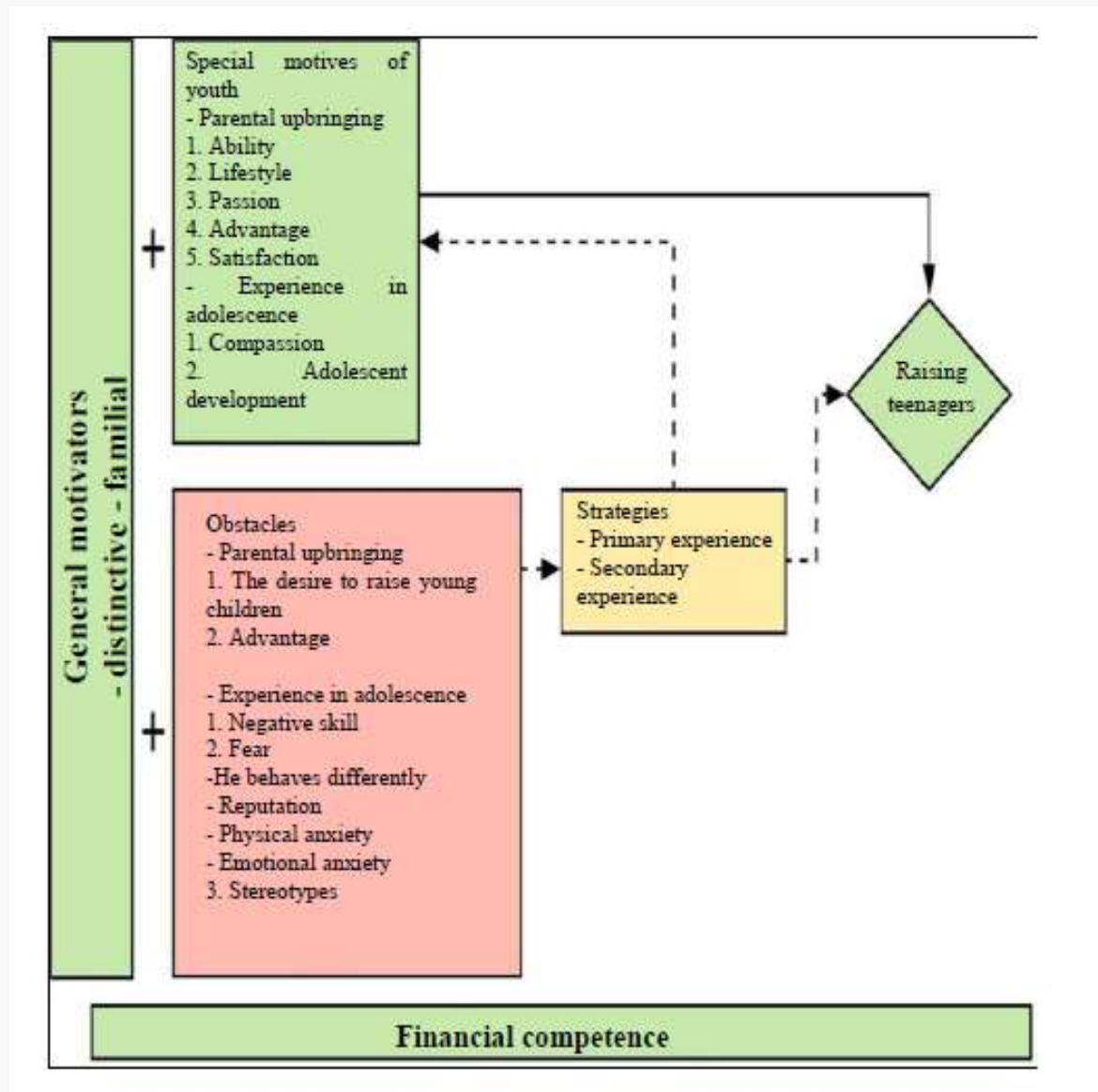
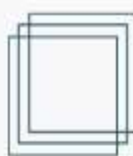


Figure 2. A model of the relationship between motivators, barriers, and strategies

Based on the above diagram, it can be said that, first of all, motivation is a key factor in promoting what is necessary but not sufficient for the upbringing of a teenager. The experience of expectant mothers and staff suggests that people raising adolescents may be different or family members, as well as motives specific to one or more adolescents. In general, financial compensation is the key to facilitating sponsorship for adolescents, but it is not a significant factor to parental motivation. Second, if parents are motivated, but they face one or more obstacles to the upbringing of adolescents, it is impossible to involve adolescents in anything other than intervention.

The above is a philosophical analysis of the role of motivation in the educational process of young people. Therefore, in the later stages of the activity, we will focus on



the role of motivation in the activities of organizations. In the process of motivating employees to work in organizations, managers face a number of challenges in achieving the necessary incentives for employees. These challenges stem from changes in the composition of the workforce, the economy, and cultural relationships in organizations.

The global workforce is undergoing significant changes. These changes will require new changes in the way managers work over the next decade to make employees more productive and enthusiastic. Here are some of the key trends affecting the workforce:

- Over the next 10 years, the population and labor force will grow very slowly. It grows by about 1% a year.

- The number of young employees entering the labor market will be reduced.

- The average age of employment will increase from 35 to 39 years.

- The number of women in the labor market is growing.

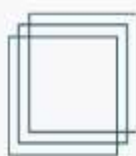
[World Labor Organization data, 2019].

There are three main trends: an aging workforce, an increase in the proportion of women, and growing cultural differences. The ways of doing business in the world are changing day by day. Managers are constantly faced with a wide range of internal changes in their organizations. Demographic classification of the labor force, technology, market, competition, forms of management and organization, as well as changes in people's thoughts and ideas lead to the transformation of all areas of entrepreneurial activity from one form to another.

In the past, the relationship between most companies and employees was based on mutual understanding and compromise. Nowadays, instead of permanently tying employees to their jobs, companies are increasingly using layoffs in response to changes in the economy.

The structural shift in the economy - the shift from the manufacturing sector to the service sector - has left many people in the industry unemployed, leading to a halt in the flow of workers into the sector and unemployment. At the same time, the technological process has tightened the qualification requirements, leading to low-skilled and industrial workers working in this field not meeting the level of training required to work in new jobs. In countries with low levels of education, workers face stiff competition from foreigners from Asia and Latin America in the struggle for low-skilled jobs.

In today's fast-paced economy, some workers are at risk of losing their jobs. People who are afraid of losing their job are far from doing it properly. There may also be other factors that directly affect work activities: family conflicts, alcoholism or mental illness, and so on. There is a lot that can be done to prevent dismissals and layoffs. One of them is the organization of courses at the expense of the company for employees to learn new specialties. Industry workers will be able to learn how to use robots and other automated equipment, and service managers will be able to become salespeople. Many



people find it difficult to adjust to change, but many value it as another opportunity to serve their company or their economy. After a decline in production, employees begin to work with renewed force and set new goals as they acquire a new profession.

As the workforce changes, so do people's lifestyles and needs. Working couples need to perform miracles of clarity so that their children can go to school or nursing on time and get to work on their own. And in families with one parent, the chances are twice as low and the problems are twice as high. Many people have to work overtime to buy a house or a car.

Instead of firing workers, if the company uses reduced working hours, everyone will win, and employees will be willing to spend more money without fear of losing their jobs. If many people work quietly in their workplaces instead of jumping from job to job, the quality of the product they produce will be higher for a long time. Firms that have reduced their weekly working hours and are on the move are prepared for the growing demands of consumers because they will not have to hire new employees and train them as the workload expands.

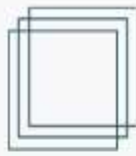
In addition, during a period of economic boom, workers are grateful for the firm's offer to "extend the working day", which helped them in their difficult day. Unlike the previous method, the substitution method in the task is independent of the economic conditions, that is, working parents, educated employees, and so on can be used when needed. This method is mainly applied to employees who have worked in the company for a certain period of time and need to reduce their working hours, because of the difficulty associated with losing a good employee and training a new one. It is preferable to divide that working time between two workers.

### **Conclusion**

To sum up the above, first of all, the application of the theory of motivation in practice is primarily focused on the human factor. Because the work people do, the active participation in the labor process, the growth of the quality of work - the conditions created in the enterprise are directly related to the motivation to work. The application of the above methods not only in developed countries, such as the West or Japan, allows for a high level of labor organization, but also in the current context of Uzbekistan, they can be used effectively and as needed. For us, in a fast-growing economy, attracting people to their work, a completely new approach to work - all this is the key to tomorrow's success.

### **References**

1. Sh.M. Mirziyoyev. Together we will build a free and prosperous, democratic state of Uzbekistan. Speech at the joint session of the chambers of the Oliy Majlis dedicated to the inauguration of the President of the Republic of Uzbekistan / - Tashkent: PPCH"Uzbekistan", 2016. -56 p.



2. Oleg Zaikin, Magdalena Malinowska, Natalia Bakhtadze, Andrzej Zylawski “Motivation and social aspects of competence-based learning process” *Procedia Computer Science*, Volume 112, 2017, Pages 1092-1101.
3. E.G . Goziev *Psychology of thinking*. - T., 2001. - 241 p.
4. Tobias Engelschalk, Gabriele Steuer va Markus Dresellar “Effectiveness of motivational regulation: Dependence on specific motivational problems” *Learning and Individual Differences* Volume 52, December 2016, Pages 72-78.
5. Ivan Grahek, Amitai Shenhav, Sebastian Musslick, Ruth M.Krebs, Ernst H.W.Koster “Motivation and cognitive control in depression” *Neuroscience & Biobehavioral Reviews* Volume 102, July 2019, Pages 371-381.
6. Lauren Baer, David K.Diehl “Foster care for teenagers: Motivators, barriers, and strategies to overcome barriers” *Children and Youth Services Review* Available online 8 June 2019 In Press.
7. <https://www.ilo.org/global/research/lang--en/index.htm>