

POSITIVE EFFECTS OF THE BIOLOGICAL FACTOR ON WORK PERFORMANCE UNDER THE LEADERSHIP OF WOMEN AND GIRLS

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Abstract. *Through this article, it was explained the presence of natural biological and social factors in women and girls working in leadership positions and what positive effects they have on making decisions and improving their work based on their socio-psychological condition.*

Keywords: *women, social, personal, biological, Hertfordshire University, "Women in Politics", Sensor Center.*

INTRODUCTION

There is a widely used concept in our daily life, which is human rights and interests, mechanisms for their protection. They are divided into networks and maintain a normative balance in the relations between the sexes. Human society is developing under the influence of social processes.

In order to maintain stable relations in society, it is necessary that the laws established by the state find their confirmation in practice. Since the formation of gender differences is related to the process of socialization, it creates the processes of acquiring knowledge, norms and values that allow an individual to function as a full-fledged member of society. The main socialization institutions include family, school, peer group, surrounding people, including neighborhood relations, parents, friends, etc. In general, the process of mastering, accepting and expressing relevant cultural and normative patterns is the environment in which it happens.

In our society, there are many women and girls who work as mature personnel in all aspects for the development of every field. Their constant activity, constant movement towards a specific goal, serves as a factor for their formation as leaders.

Several biological, innate, and life-acquired abilities of women during their career as leaders have a great impact on their work process. According to the research of scientists, women's brain activity and its structure are slightly different compared to men. Of course, it will not affect work. In women, the right hemisphere of the brain is more developed, and in men, the left hemisphere is more developed, so women are more emotional. The function of the right hemispheres also serves to ensure clear, imaginative thinking, artistic abilities. Sensory centers are well developed in the right hemisphere. At the same time, the cortex of the cerebral hemispheres functions as a whole, processes sensitive information, and forms motor commands. These are certainly the advantages of the right hemisphere's working system. Another advantage of the mechanism of the right hemispheres is that learning foreign languages is easier.

The connection between the hemispheres of the woman's brain is better, so she can simultaneously perform several different tasks at the same time. This will certainly give her the opportunity to find a solution quickly based on the social environment. That is, a female leader can clearly and quickly understand the problem in all aspects.



Figure 1. Male and female brain structure

Women have a well-developed intuition, so they can find a solution when men do not see a way out. Women pay more attention to details. This, in turn, helps to quickly solve various issues and create an optimal plan. The fact that men tend to generalize and women tend to analyze, this certainly comes in handy in work.

Also:

- the female brain works creatively, the male brain works technically
- women think faster than men in stressful situations
- the female brain responds faster to changes in situations and events.

These proven facts are natural biological and psychological factors necessary for women's leadership. Through this, every woman leader can achieve high results in her institution and, of course, can focus on the stability of the social and psychological environment in personnel management.

According to the research of scientists, in the last hundred years, the level of intelligence of women began to develop much faster than that of men. And today, a female representative of humanity uses 7% of her brain cells, while male representatives use only 4-5%.

A 2010 study by the University of Hertfordshire found that women were better at solving three different tasks (1) math problem, 2) finding the location of a restaurant on a map, and 3) drawing a picture. Women have an innate ability to perceive and decipher the smallest details, they read in their eyes - literally. Intuition is especially well developed in mothers, because in the first years of life they pay attention only to the child's nonverbal signals.

The position of every society is determined by its attitude towards women. In developed, democratic countries, the position of women is also very high. A lot of work is being done to raise the social and political status of women in our republic. When talking about the great achievements of the society, it is impossible not to dwell on the role and place of women in it.

According to statistics, the share of women in leadership positions in Uzbekistan reached 27%, and among entrepreneurs 25%. According to the analysis of "Women in Politics", according to the results of the 2019 elections, in 2020 women occupied 24.7% of the seats in the upper house of the parliament, the Senate, and increased their powers by 7.7% compared to the previous result. The 2019 elections in the Legislative Chamber brought 32% of seats to women, which is a 2-fold increase. It can be seen from this that the activity of women and girls and their leadership skills are increasing rapidly. At the same time, even from their biological and psychological point of view, a number of factors show his abilities to be a good leader.

LITERATURE ANALYSIS AND METHODOLOGY

There are main factors influencing the formation of socialization processes, which determine the direction of the ongoing processes and future plans. These are the characteristics of

the people of the region, historically formed under the influence of ethnic values, traditions and religion. Each region of the earth has these characteristics and they do not repeat each other.

In particular, the worldview and mentality of the inhabitants of the European continent are fundamentally different from the eastern countries. Such differences become more diverse across regions. In particular, it happened in the countries of the Central Asian region socialization processes, characteristics of the population of the region, how the historical processes it reflects the fact that it happened. Among the regional factors: traditionality, loyalty to values, oriental mentality, family, marriage, the dominant role of the man in the management of family relations, treating him as the main stratum in society.

These relations are further refined and present there are processes that took place before the formation of the image, invasions, and the influence of the colonial structure. After the collapse of the Soviet Union, the social system and way of life that had been formed until then underwent a major change. A number of problems have arisen in the social life of the community. The issue of women and their role in society has caused a number of discussions. In particular, problems were evident in the following areas:

- Political rights and possibilities of their use;
- Legal rights of women as individuals and family members;
- Women and girls use different forms of education and training, including vocational education;
- Labor activities.

These issues, which concern the people of the region, in particular, the government of Uzbekistan, became the main factor in determining the next direction of state policy. In particular, after the independence of Uzbekistan, there are a lot of people in the Republic in a short period of time qualitative changes took place, which were reflected in the economy, social processes, and especially in the position of women in society and family.

THE RESULT

Research on the differential impact of development projects on men, women, adolescents, the elderly, and others in the region detailed consideration of positive and negative factors of population development, inequality identifying resources and leading to unequal participation in development the main task was to study the ways to eliminate the causes.

The reforms carried out by the countries fulfill these tasks showed a high result in determining its efficiency. The region is the result of reforms aimed at ensuring human rights, honor, dignity, and freedom showed different results in different countries. In particular, women in Uzbekistan in terms of socio-political activity, it is 48% of all labor resources. As of 2023, Tajikistan's participation in the political sphere in the countries of Central Asia in terms of seats in the parliament is the lowest - 14.7%, Kazakhstan - 23%, Kyrgyzstan - 23%. Women make up 22% of the Legislative Chamber of the Oliy Majlis of Uzbekistan and 15% of the Senate. Today, these indicators have changed in a positive direction, in particular, In Uzbekistan, it increased to 32% in the Legislative Chamber and 25% in the Senate. The results of the reforms in this regard serve as an important factor in ensuring the prevailing prosperity in the society.

CONCLUSION

Women's thinking and worldview are comprehensively thought out, they can understand the social sphere well, they are punctual, responsible and responsive. is characterized by the ability to do several things at the same time.

In conclusion, the head of every institution directs its activities towards the right and clear strategic goal for the future of its organization. Through the above thoughts, an attempt was made to prove the existence of biological and natural factors that have a positive effect on the work performance of women and girls at the leadership level. Indeed, female leadership helps to improve the quality of work.

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