

Organizational and socio-psychological mechanisms for making managerial decisions in conflict situations between adolescents

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Abstract This article explores conflicts between various formal or informal groups. Conflicts are general stages of origin, regardless of their specificity and different spheres. " Conflicts of interests, interests, goals, positions, opinions, views of the opposite direction, an intensified conflict.

Keywords. Adolescence, personal conflicts, interests, needs, conflicts group integration, intrapersonal conflicts, interpersonal conflicts, social mechanisms Individual and group conflicts and intergroup conflicts

We believe that there are two important points to pay special attention to before examining the issue of conflict between adolescents. The first is the problem of conflict, the second is the problem of the role of adolescents in the peer community. It is impossible to grasp the essence of the problem without considering these two situations psychologically. Below we will briefly discuss these two issues.

First of all, let us briefly dwell on the problem of conflicts from a theoretical and methodological point of view. In psychology, "conflict" is defined as "a conflict of interests, interests, goals of the subjects of interaction,

this is a clash of positions, thoughts and views, an exacerbation of opposition "(52.238).

Conflicts come in four different forms: intrapersonal conflicts, interpersonal conflicts, interpersonal and group conflicts, and intergroup conflicts. Let's dwell on them separately.

Intrapersonal conflicts include conflicts between psychological factors of a person's inner world. For example, disputes that arise when a person takes an act contrary to his or her beliefs fall into this category of disputes.

Interpersonal conflicts are a fairly common type of conflict, involving conflicts between people with different desires, temperaments and temperaments. For example, interpersonal conflict can also arise as a result of a run-to-page trait.

Conflicts between a person and a group can include conflicts between a group member and a group. Moreover, such a conflict can be observed due to the fact that the norms of the group are not accepted by any of its members.

Intergroup conflicts include conflicts between different formal or informal groups. In this case, a conflict of interest arises in the work of the second group based on the conflict of interests of the groups or as a result of the unwillingness of one group to work in a conveyor mode.

The conflict we are investigating belongs to the second of these types of conflict. Therefore, we are mainly focusing on the second category of conflicts. Here we will focus on the fact that any conflict is divided into certain stages and has a certain structure.

Conflicts have common stages of origin, regardless of their specificity and different regions. These include:

- 1) the formation of conflicting interests, norms and norms;
- 2) understanding of the existing conflict by the parties to the conflict;
- 3) conflicting actions;
- 4) the resolution of the dispute;
- 5) post-conflict situation. This state can be functional (constructive) and dysfunctional (deconstructive).

In the process of interaction, the following reasons for the conflict can be distinguished:

1. inconsistency of worldviews;
2. features of the perception of the world and people;
3. Subjective attitude of the parties to the dispute.

These three reasons lead to interpersonal conflicts. Although all of the above points are cases that we need to consider when investigating the problem of conflict, we now turn to the second problem, namely, the problem of the adolescent peer community.

We will consider three features of the adolescent team that should be considered methodologically. IS Cohn spoke about this in detail in his book "The Psychology of a Young Age".

First, the interaction of adolescents with their peers is a very important special channel for transmitting data. This channel transmits information that, for some reason, is not transmitted by adults. For

example, this channel transmits sexual problems related to their own sex, the opposite sex (27).

Secondly, the relationship between adolescents is a special type of interpersonal relationship and action. In this communication process, a process of equal treatment takes place. The most important thing is that adolescents develop communicative qualities, and this situation contributes to the entry of adolescents into the adult world. There is no equal status in a relationship with a teacher or parent. As a result, there is no possibility of the formation of communicative qualities.

Third, this type of behavior is a special type of emotional communication. Understanding of belonging to a certain group, fraternal mutual support provide the adolescent with autonomy.

Given the above three situations, a psychological study of adolescent conflict would be appropriate.

The presence of the sources listed above or the presence of conflict increases the likelihood of conflict, even if the parties do not want the conflict to enter into a relationship. Sometimes, making a big profit from participating in a conflict does not cost much. When entering a conflict, each side usually tries to make their point of view acceptable to their point of view, and thus tries to do so. This is where conflict management is needed. Depending on how effective the management is, the outcome of the dispute can be functional or dysfunctional. This, in turn, affects the likelihood of subsequent conflicts. In this article

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