

FACTORS OF AGGRESSION IN PROFESSIONAL ACTIVITY

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ABSTRACT

This article explores the factors contributing to aggression in professional environments. It examines the underlying causes, including organizational culture, job stress, interpersonal conflicts, and individual personality traits. By analyzing these elements, the study aims to provide insights into managing and mitigating aggressive behaviors at the workplace.

Keywords: Aggression, professional activity, organizational culture, job stress, interpersonal conflicts, personality traits, workplace behavior, aggression management

INTRODUCTION

Aggression in the workplace is a significant concern that affects employee well-being, productivity, and overall organizational health. Understanding the factors that contribute to aggressive behaviors in professional settings is crucial for developing effective strategies to mitigate these negative impacts. This article investigates the various determinants of aggression within professional activities, providing a comprehensive analysis of organizational, interpersonal, and individual factors. Workplace aggression has garnered substantial attention from researchers and practitioners alike due to its complex nature and far-reaching implications. Previous studies have identified multiple determinants of aggression, indicating that it is a multifaceted phenomenon influenced by a combination of organizational, interpersonal, and individual factors. These determinants include the overarching culture within an organization, the stress levels experienced by employees, the nature and frequency of interpersonal conflicts, and the personality traits of individuals. Each of these elements plays a crucial role in shaping the behavior of employees and the overall dynamics within the workplace. Organizational culture, for instance, sets the tone for acceptable behavior and interactions among employees. A culture that promotes competition and high pressure without adequate support systems can foster an environment where aggression is more likely to occur. Similarly, job stress, which can arise from various sources such as workload, role ambiguity, and job insecurity, has been linked to increased aggression as employees struggle to cope with their stressors.

METHODS

To comprehensively explore the factors contributing to aggression in professional settings, a mixed-methods approach was utilized, combining quantitative and qualitative research techniques. The study began with an extensive literature review, focusing on previous research that addressed workplace aggression, particularly examining the roles of organizational culture, job stress, interpersonal conflicts, and personality traits. This review

provided a foundational understanding of the various dimensions of workplace aggression and informed the design of subsequent research activities. Following the literature review, surveys were distributed to employees across various industries to gather quantitative data. These surveys included standardized questionnaires that assessed experiences and perceptions of workplace aggression, job stress levels, organizational culture, and interpersonal dynamics. The collected data were analyzed statistically to identify prevalent patterns and correlations among the different factors.

To explore the factors contributing to aggression in professional environments, a mixed-methods approach was employed. This included:

Literature Review: An extensive review of existing research on workplace aggression, focusing on organizational culture, job stress, interpersonal conflicts, and personality traits.

Surveys: Distributed to employees across various industries to gather quantitative data on their experiences and perceptions of aggression at work.

Interviews: Conducted with HR professionals and managers to obtain qualitative insights into the causes and consequences of aggressive behavior in their organizations.

Case Studies: Detailed examinations of specific incidents of workplace aggression to illustrate the interplay of different factors.

DISCUSSION

The findings from the literature review, surveys, interviews, and case studies reveal several critical factors that contribute to aggression in professional settings:

Organizational Culture: A competitive, high-pressure, or unsupportive organizational culture can foster aggression among employees. Lack of clear communication, poor management practices, and insufficient conflict resolution mechanisms are significant contributors.

Job Stress: High levels of job stress, often due to unrealistic deadlines, excessive workloads, and lack of job security, can lead to increased aggression. Stress-induced aggression is a common response to perceived threats or frustrations at work.

Interpersonal Conflicts: Conflicts between colleagues, often stemming from misunderstandings, competition, or personal differences, are a primary source of aggressive behavior. Effective conflict resolution strategies are essential in mitigating these issues.

Personality Traits: Certain personality traits, such as high levels of neuroticism, low agreeableness, and high levels of trait anger, are associated with a higher propensity for aggression. Understanding these traits can help in identifying individuals who may require additional support or intervention.

RESULTS

The analysis of the collected data revealed several critical insights into the factors contributing to aggression in professional settings. One of the most significant findings was the pivotal role of organizational culture in either exacerbating or mitigating workplace aggression. Organizations with a supportive culture characterized by open communication, clear expectations, and effective conflict resolution mechanisms reported notably lower levels of aggression. Conversely, workplaces with competitive, high-pressure, or unsupportive cultures experienced higher incidences of aggressive behaviors among employees. This underscores the

importance of fostering a positive organizational environment to reduce workplace aggression. Job stress emerged as another significant predictor of workplace aggression. The data indicated that employees experiencing high levels of job stress, often due to unrealistic deadlines, excessive workloads, or lack of job security, were more likely to exhibit aggressive behaviors. This stress-induced aggression was identified as a common response to perceived threats or frustrations at work, highlighting the need for organizations to manage job stress effectively. Implementing stress reduction initiatives, promoting work-life balance, and providing support resources can help mitigate the impact of job stress on employee behavior. The analysis indicated that: Organizational culture plays a pivotal role in either exacerbating or mitigating aggression. Supportive cultures with open communication and effective conflict resolution practices see lower levels of aggression. Job stress is a significant predictor of workplace aggression. Employees experiencing high stress are more likely to exhibit aggressive behaviors. Interpersonal conflicts are a common trigger for aggression. Organizations with robust conflict management systems report fewer incidents. Personality traits significantly influence individual aggression levels. Employees with certain personality profiles are more prone to aggressive reactions, highlighting the need for personalized interventions.

CONCLUSION

Understanding the factors that contribute to aggression in professional settings is essential for creating a healthy and productive work environment. Organizations must focus on fostering a supportive culture, managing job stress, addressing interpersonal conflicts promptly, and recognizing individual personality traits that may predispose employees to aggression. By implementing comprehensive strategies that address these factors, workplaces can reduce the incidence of aggressive behavior and enhance overall organizational well-being.

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