INSIGHT PUBLISHING CENTER

CONFERENCE ON

INTERNATIONAL SCIENTIFIC DEVELOPMENTS: INSIGHTS INTO MODERN SCIENCE AND INNOVATIVE PRACTICES

VOLUME 2
ISSUE 8



AUGUST
SEPTEMBER
2026



INSIGHT PUBLISHING CENTER PUBLICATION

CONFERENCE ON INTERNATIONAL SCIENTIFIC DEVELOPMENTS: INSIGHTS INTO MODERN SCIENCE AND INNOVATIVE PRACTICES

Collection of materials of the republican scientific-practical online conference on the topic

VOLUME 2
ISSUE 8

CONFERENCE ON INTERNATIONAL SCIENTIFIC DEVELOPMENTS: INSIGHTS INTO MODERN SCIENCE AND INNOVATIVE PRACTICES

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O‘ZBEKISTONDA HUDUDIY (SHAHAR VA QISHLOQ) AYOLLARINING TADBIRKORLIK IDENTIKLIGI VA MOTIVATSION SOHASI QIYOSIY TAHLILI

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Qabul qilindi: 28.09.2026
Ko‘rib chiqildi: 29.09.2026
Tasdiqlandi: 30.09.2026

Kalit so‘zlar:
tadbirkor ayollar, shahar va qishloq ayollari, tadbirkorlik identikligi, motivatsion soha, qiyosiy tahlil, gender rollari transformatsiyasi.

Annotatsiya. Ushbu tezisda zamonaviy O‘zbekiston sharoitida shahar va qishloq joylarida faoliyat yuritayotgan tadbirkor ayollarning tadbirkorlik identikligi hamda motivatsion sohasidagi ijtimoiy-psixologik xususiyatlar qiyosiy tahlil qilingan. Shahar va qishloq muhitining shaxs sub’yektivligiga va gender rollari transformatsiyasiga ta’siri yoritilgan. Shuningdek, hududiy xususiyatlarni inobatga olgan holda amaliy tavsiyalar berilgan.

Keywords:
female entrepreneurs, urban and rural women, entrepreneurial identity, motivational sphere, comparative analysis, transformation of gender roles.

Annotation: This abstract provides a comparative analysis of the socio-psychological characteristics of the entrepreneurial identity and motivational sphere of female entrepreneurs operating in urban and rural areas under the conditions of modern Uzbekistan. It highlights the impact of urban and rural environments on personal agency and the transformation of gender roles. Furthermore, practical recommendations tailored to regional characteristics are provided.

Kirish. Zamonaviy O‘zbekistonda xotin-qizlarning iqtisodiy faolligini oshirish va ularni tadbirkorlikka jalb etish davlat siyosatining ustuvor yo‘nalishlaridan biridir. Biroq, shahar va qishloq hududlaridagi ijtimoiy-madaniy muhit, an’analar va infratuzilma farqlari ayollarda tadbirkorlik identikligi (ayolning o‘zini biznes sub’yekti sifatida idrok etishi) va motivatsion sohaning shakllanishiga turlicha ta’sir ko‘rsatmoqda. Shahar sharoitidagi biznes dinamikasi hamda qishloq joylaridagi an’anaviy oilaviy kutuvlar o‘rtasidagi psixologik tafovutlarni qiyosiy o‘rganish muhim amaliy va nazariy ahamiyatga ega.

Asosiy qism va qiyosiy tahlil

Tadbirkorlik identikligi va motivatsion sohani shahar hamda qishloq ayollari kesimida o‘rganish quyidagi ijtimoiy-psixologik xususiyatlarni namoyon etadi:

1.Motivatsion sohadagi farqlar:

Shahar tadbirkor ayollarida: Ichki motivatsiya — o‘z-o‘zini namoyon etish shaxsiy va moliyaviy mustaqillik, ijtimoiy mavqeni oshirish hamda innovatsiyalarga intilish yetakchilik qiladi.

Qishloq tadbirkor ayollarida: Pragmatik va altruistik motivatsiya — oilaviy byudjetga hissa qo‘shish, farzandlar kelajagini ta’minlash hamda mahalla va jamiyatga naf keltirish ustuvorlik qiladi. Ko‘pincha tadbirkorlik maishiy ehtiyojlar ortidan boshlanadi.

2.Identiklik va lokus kontrol xususiyatlari:

Shaharlarda: Professional identiklik an’anaviy gender roliga nisbatan yuqoriroq yoki u bilan muvozanatda bo‘ladi. Ichki lokus kontrol (*internal*) ustun bo‘lib, muvaffaqiyat va omadsizliklar uchun mas’uliyat o‘z zimmasiga olinadi.

*Qishloqlarda***:** An’anaviy gender roli (kelin, ona, uy bekasi) bilan tadbirkorlik roli o‘rtasida doimiy murosaga intilish kuzatiladi. Eksternal va internal lokus kontrol aralashmasi xarakterli bo‘lib, oilaviy muhit hamda ijtimoiy fikr ta’siri yuqori baholanadi.

3.Gender rollari transformatsiyasi va to‘siqlar: Shaharlik ayollarda asosiy psixologik to‘siq emotsional kuynish (*burnout*) va *Work-Life Balance* (ish va hayot muvozanati) bo‘lsa, qishloq ayollarida gender stereotiplari, ijtimoiy burch va mas’uliyat bosimi ("qo‘shaloq yuklama") yetakchi to‘siq vazifasini o‘taydi.

Xulosa va tavsiyalar

O‘tkazilgan tahlil shuni ko‘rsatadiki, shahar va qishloq ayollarining motivatsion sohasi hamda identikligi turlicha ijtimoiy-psixologik determinantlar asosida shakllanadi.

Ushbu farqlardan kelib chiqib:

Qishloq ayollari uchun: O‘ziga bo‘lgan ishonchni oshirish , oilada rollarni to‘g‘ri taqsimlash va omadsizlik qo‘rquvini yengish bo‘yicha ijtimoiy-psixologik treninglar tashkil etish;

Shahar ayollari uchun: Stressni boshqarish va emotsional kuynishning oldini olishga qaratilgan psixologik ko‘mak tizimlarini rivojlantirish;

Hududlararo hamkorlik: Shahar va qishloq ayollari o‘rtasida tajriba va psixologik tayanch ulashuvchi "Ustoz-shogird" (mentorship) tarmoqlarini kengaytirish tavsiya etiladi.

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