



PSYCHOLOGICAL DETERMINANTS AFFECTING THE HUMAN FACTOR IN THE FORMATION OF UNEMPLOYMENT

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Article history:	Abstract:
Received: 28 th September 2025 Accepted: 26 th October 2025	This scientific article is dedicated to the author's analysis of psychological determinants influencing the human factor in the process of unemployment formation. It provides a scientific and theoretical examination of how factors such as personal motivation, level of professional self-awareness, stress resilience, adaptability, self-confidence, and psychological stability affect participation in the labor market. The article also explores the negative impact of long-term unemployment on an individual's mental state and the interrelationship between psychological factors and socio-economic processes. The research findings contribute to the development of scientific and practical recommendations aimed at reducing unemployment, improving employment policies, and enhancing individuals' attitudes towards work.
Keywords: unemployment, human factor, psychological determinants, motivation, professional self-awareness, stress, adaptability, self-confidence, labor market, psychological stability.	

The formation of unemployment has a significant impact on the socio-psychological situation in the country. A large number of people affected by unemployment lose confidence in the realization of the right to work and employment, which becomes the most important factor in increasing excessive income inequality and exacerbating social stratification in society. Economic and social changes in society increase the feeling of conflict in people. People who consider themselves in lower positions on the social ladder feel more hostility between "vertical groups" than people holding high and middle positions. Consequently, the higher the proportion of the population who assess their social status as low, the higher the indicator of conflict in society.

According to the results of research conducted by foreign scientists, unemployment is also associated with mental experiences and consequences, and in this regard, the characteristics of the individual are also taken into account. However, there is a great need for comprehensive research explaining unemployment only as a psychological factor. In psychology, the creation of a study explaining that unemployment is a psychological factor is a requirement of the times. In particular, as a result of the transformation of global processes, socio-economic processes in various countries and their consequences for the individual and society are expanding.

The study of the psychological aspects of the impact of unemployment on a person, their family, and society was prompted by the economic crisis that occurred in the USA and Western European countries in the 20-30s of the 20th century. This crisis led to a widespread unemployment in these countries. The research of that period was largely descriptive in nature and was based on methods of studying the life path of people who lost their jobs due to observation, detailed interviews, and economic reasons. The initial research was related to a set of empirical data, which were studied on a theoretical basis. The internal causes of unemployment, leading to psychological consequences, have become the subject of psychological research in the coming period. In this process, psychology studies unemployment in three stages: changes in human psychology and behavior, behavior in the family and society; studying the objective impact of unemployment on personal behavior; identifying the chosen strategies for solving this problem and the characteristics of job search activities.

In this context, as mentioned above, the first stage coincides with the Great Depression that occurred in the USA and European countries.

"As can be seen from the research of the period, unemployment was aimed at studying not only the unemployed themselves, but also the negative emotional impact observed on their family members. The research was conducted using such methods as observation, direct participation, studying the life path of the unemployed, and interviews. These studies revealed that the psychological consequences of job loss are negative mood, anxiety, depression, and apathy.

The unemployed lose their status and reputation, their self-confidence, and experience negative emotions such as anger and despair"¹.

Researchers also linked these negative emotions to unemployment and the resulting sharp deterioration of poverty and destitution. Because not all unemployed people can receive benefits, or the period for paying benefits is short-term. The psychological experiences of the unemployed are strong and intense, and are a process related to how they perceive losses (such as financial independence, security, meaningful and interesting work). The greater the losses from forced dismissal, the more negative the emotional experiences. "The psychological aspects of unemployment chronologically began to form a research paradigm, first presented in the works of P. Eisenberg and P. Lazarsfeld, and later developed by M. Yahoda"².

Experimental studies conducted in the Austrian village of Marienthal became the primary source of information about the emotional consequences of unemployment for a certain period. In this village, the textile factory that provided employment for the local population closed down by 1930, resulting in approximately 360 families losing their jobs³. The researchers who conducted the study focused more on the families of the unemployed rather than the unemployed individuals themselves. They categorized these families into the following groups based on their social circumstances: The first category was termed "unbroken" families, and such families were assessed as structures that "believe in the future and have not lost their vitality."

The second category was labeled "resigned" families, who did not make any plans for the future. These are families who try to maintain a moderate level of well-being in caring for children and managing the household, limiting themselves to purchasing only the most essential items.

The third category, called "hopeless families," exhibited hopelessness, depression, and helplessness, which were also reflected in their behavior. The man is far from eager to find work, but still cares for the family and looks after the children.

The fourth category is termed "indifferent" and is characterized by an aggressive state of mind. In such families, children who have no hope for the future are neglected, the house is disorderly and dirty, quarrels are frequent, and the parents seek solutions to their problems in alcohol.

Based on their research results, the scientists note that the last two categories of family types studied are not very common, accounting for less than 5 percent. This was likely the first typology of the unemployed, based on differences in how they experienced job loss. Robb, one of the authors from that period, describes the unpleasant experience of an unemployed person as follows: "When a person becomes unemployed, there is no outlet for their energy. They begin to realize that they are no longer a free person. They are forced to ask for help from others - relatives, friends, and often the government, including financial assistance, which is usually insufficient. As a result, they become withdrawn, experience an acute sense of isolation, and begin to build their life based on fantasies that arise from the depths of their wounded soul. They feel hatred towards those who insult or humiliate them, forcing them to ask even for trivial matters. Thoughts of their own power and the possibility of revenge clash with the realization of its impossibility. Desires always contradict reality"⁴. The scientist further explains that such a relationship exists in a person before becoming unemployed, reflecting personal characteristics. The researcher writes that "loss of work as a stressful phenomenon exacerbates existing weaknesses in the character of an unemployed person," and compares the impact of unemployment on a person with the effect of acid: acid can easily destroy something brittle and fragile, but not harm gold⁵.

Zawadski and Lazarsfeld stated that "the unemployed always feel hunger and cold because they cannot afford to buy essential food and clothing. It is precisely because of unemployment that they find themselves in a difficult situation, followed by feelings of anger and despair"⁶, "they emphasized. Of the nearly sixty biographical descriptions, twenty-five contain thoughts of suicide.

This study also revealed dynamic changes in the state and experiences of the unemployed, which can serve the emergence of a further scientific conclusion about the psychological states associated with unemployment. E. Wight Bakke was the first to describe the sequential changes in the state and experiences of an unemployed person. The author is based on a detailed study of the behavior and experiences of an unemployed driver. After his dismissal, the driver hoped to find a job for a while, but after several weeks of unsuccessful searches, he fell into despair and began

¹ Elder G.H., Rockwell R.C. Economic depression and postwar opportunity in men's lives: a study of life patterns and health // Simmons R.G. Research in Community and Mental Health. V.1. Greenwich, Connect. Press, 1979. P. 249 – 303. // Beales H.L., Lambert R.S. Memoirs of the unemployed. The Scholar Press, 1973. // Little C.B. Technical-professional unemployment: Middle-class adaptability to personal crisis. Sociological Quarterly. 1976. P. 262–274. // Fineman S. White Collar Unemployment. Chichester: Wiley 1983. // Brenner M.H. Mental Illness and Economy. Cambridge, Mass.: Harvard University Press, 1973. // Kieselbach T. Social convoy in occupational transitions: Recommendations for a European Framework in the context of enterprise restructuring // 26th International Congress of Applied Psychology. Abstracts. Athens, Greece, 2006. P.292.

² Eisenberg P., Lazarsfeld P.F. The psychological effects of unemployment / Psychological Bulletin. 1938. P. 358.

³ O'Brien G.E. Psychology of work and unemployment. New York: "Wiley & Sons", 1986. P.310.

⁴ Beales H.L., Lambert R.S. Memoirs of the unemployed. Victor Golanec. (Republished by Yorkshire: The Scholar Press, 1973. P.274-275.

⁵ Beales H.L., Lambert R.S. Memoirs of the unemployed. Victor Golanec. (Republished by Yorkshire: The Scholar Press, 1973. P.286

⁶ Завадский и Лазарсфельд. Безработница и основные пути её сокращения. Москва. 2017. Стр. 65.

to blame himself, and after seventeen weeks, he became gloomy and depressed. Living in the environment of the unemployed, the author extensively studied the activities of the unemployed using the method of observation (including direct participation). He also interviewed a group of unemployed people and their families and studied thirty-one unemployed families for a long time. As a result of these studies, two books were published in 1940 - "Unemployed Citizens" (Citizens Without Work)⁷ and "Unemployed Worker" (The Unemployed Worker)⁸ appears.

Unemployment processes, which were a factor in the Great Depression, laid the methodological foundations for further research in this area. Unemployment for further research This phenomenon served as a source for further scientific research in determining the conditions that a person directly and indirectly experiences. Scientists sometimes used other conclusions in this direction. Researcher Elder studied the attitude of an individual to the impact of unemployment on his family and analyzed a number of data from the beginning of the last century. The scientist noted that men who faced economic difficulties in those years died earlier than those who did not face these difficulties⁹.

In a joint study by Elder and Rockwell, the researcher examines the influence of the first impressions of children from unemployed parents on the development of their personal lives. The researchers scientifically studied the lifestyle of men who were heads of poor families born in the 1920s. In the socialization of these children, some features were observed: uncertainty in relationships with parents, rapid mood swings, inconsistency of thoughts, as well as a lack of perception of the father as the embodiment of a man who perceives him as the head of the family. Such features of socialization occurred in childhood and emerged years later in adulthood. They had a lack of a strong "I" mechanism, a feeling of defeat, alienation from society, and a negative attitude. In addition, when they reached puberty, there were many cases of indifference, problems with alcoholism, and the need for psychological support.

Researcher O'Brien presents three different strategies for analyzing the psychological consequences of unemployment. One of them is research that observed the relationship between unemployment rates and mental illness of the population in different years. Another researcher, Brenner, studied the number of patients admitted to psychiatric clinics in the USA between 1910 and 1970, linking it to unemployment. Based on his analysis, he confirmed that the number of mental disorders in hospitals increased during periods of decreased employment. The scientist emphasized that these illnesses are the result of intense anxiety and helplessness when a person becomes addicted to idleness. Also, idleness leads to material poverty and psychological disability. In his subsequent research, he observed a correlation between the level of employment and the number of suicides, murders, heart attacks, and crimes against property. In years of high employment, low rates of vascular diseases, cirrhosis of the liver, and mortality were noted. Loss of workplace causes severe emotional stress and anxiety, which often leads to heart disease and alcoholism. The above-mentioned diseases are not immediately detected in the case of unemployment; they usually appear three or four years after the period of unemployment. Such a decrease had a delayed effect on the number of suicides, murders and other crimes, as well as on the overall mortality rate.

In our opinion, in the research of a number of scientists (Hartley, O'Brien, Kabanoff, Warr), there are not always coinciding results regarding the psychological consequences of unemployment. Several factors, such as the duration of unemployment, personal attitude towards work, the degree of satisfaction with the former workplace, the scale of poverty, and false mobility in idleness, influence the psychology of the unemployed and can change it. For example, some studies have highlighted cases where unemployed individuals feel relieved after being forced to leave their jobs. We can assess this situation as an opportunity to find a more suitable job and not satisfied with the previous job. I don't see similar results¹⁰ can also be seen in the research of.

The hypotheses formulated in the comparative studies determined the directions of the research, which focused on the individual characteristics of experiencing job loss. The basis of the research is determined by the fact that the emotions experienced by unemployed people, the availability of funds, are an accurate interpretation of the good and bad situations at their previous place of work, and the presence or absence of care for them from others.

Many scientists have studied the unemployment situation among high school students. It is carried out by identifying and comparing the high level of psychological stress in a parallel situation between employed and unemployed school graduates. As the result suggested, the level of stress (or other mental disorders) was higher in unemployed youth groups. The authors did not identify significant changes in the personality of young unemployed people, but identified deviations in the psychological and social development of young people, which could lead to serious consequences in the field of further development. "The result is that unemployment directly affects development progress and hinders the development of a sense of personal competence. Young unemployed individuals may halt their progress at this stage, but their peers will continue to progress¹¹.

"In modern Western psychology, theoretical approaches are being formed that determine the directions and nature of the interpretation of the results of research in this area. As O'Brien (1986) points out, no theory can explain the entire set of empirical facts obtained in various studies devoted to the psychological aspects of unemployment. At the same

⁷ Citizens Without Work (Yale University Press, 1940) https://en.wikipedia.org/wiki/E._Wight_Bakke

⁸ The Unemployed Worker: A Study of the Task of Making a Living Without a Job (Yale University Press, 1940) https://en.wikipedia.org/wiki/E._Wight_Bakke

⁹ O'Brien G.E. Psychology of work and unemployment. New York: John Wiley & Sons, 1986. 315 p.

¹⁰ Fineman S. White Collar Unemployment. Chichester: Wiley 1983.

¹¹ Islamov B., Kadirova Z., Gaziyeva S. Digitization measures in the regulation of labor migration processes in Uzbekistan // ACM, New York, NY, USA, ICFNDS '22, December 15, 2022. 328-337 pp.

time, some theoretical approaches indicate certain explanatory possibilities when considering various aspects of studying this problem. The limited approach to viewing unemployment as a stressful phenomenon is significantly overcome in the concept of value expectations, with an emphasis on qualitative differences in the value of work and employment in different groups of the unemployed¹².

"In domestic reviews of foreign research on this problem, two directions are identified in the interpretation of the explanation of the negative consequences of unemployment for a person"¹³. The first direction points to the impoverishment of the unemployment environment associated with a sharp decline in unemployment, material and social opportunities, and pays more attention to external factors (P.Warr, M.Jahoda, J.Gershuny).

Another way of expressing the phenomenon of unemployment as a way of life of a person is to pay attention to the personal characteristics of this person's attitude to the situation, the cessation of work, and the solution of the problems that have arisen. Several other scientists have also studied the psychological state of a person when they leave their job. For example, W. Frankl writes about a "happy person" who quit his job. According to him, when a person is unemployed, they use their time, strength, and mental energy to solve certain life tasks.

The author also presents a reverse version of the psychological state of the unemployed regarding this problem: "a person begins to "record" all their failures and incapacity in the fact of forced unemployment, thereby finding grounds to avoid personal responsibility in solving their tasks." Without changing such a personal order, it is impossible to help a person in this situation"¹⁴.

In our opinion, often the loss of a job is a powerful impetus for the actualization of problem areas that already existed, but have not yet manifested themselves, in a period when a person is occupied with everyday worries and work. Observations confirm that unemployed individuals do not always consider this situation a bad one. They also heed the advice of some friends on this matter. It can be seen that unemployed people have a high mood of self-dissatisfaction. The loss of a ready-made job and the loss of a source of material income, of course, will not please anyone. The unemployed face the challenge of finding a job in the employment market that matches their abilities and level, and adapting to a new team.

Moreover, the world of labor is becoming increasingly volatile and unpredictable, which complicates the requirements for adaptation and effective professional activity. The development of technology, the acceleration of the globalization of life, and the processes of urbanization lead to the transfer of some human functions to automatic equipment. This, in turn, reduces the number and volume of jobs. Employment opportunities for the population will be limited. In the future, as this tradition grows stronger, it will require eliminating unemployment before it becomes a major concern for society. In such conditions, although the research vector has significantly expanded, it can not fully analyze the negative impacts of unemployment on physical and psychological health. New research is emerging, in which the unemployed person appears not only as a suffering person and a person experiencing various difficulties, but also as a person actively fighting this situation. Measures taken by persons who have lost their jobs among the scientific unemployed, as well as factors contributing to a beneficial solution to the problem, are analyzed. In a number of foreign countries, measures are being taken to improve and update the qualification category of unemployed people. The issue of widespread implementation of skills to provide psychological assistance to those who have not been employed for a long time is also being considered.

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