

LEXICAL AND SEMANTIC ANALYSIS OF TERMS IN THE FIELD OF MANAGERIAL PSYCHOLOGY

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Abstract: *This article investigates the lexical and semantic features of terminology used in managerial psychology—a field that bridges psychology and management studies. As organizational behavior becomes increasingly complex, understanding the precise meaning and usage of key terms is crucial for effective communication, academic clarity, and practical application. The study draws from academic literature and textbook sources to analyze how these terms are constructed, how their meanings evolve, and how they function in context. The analysis focuses on polysemy, synonymy, and standardization challenges, and offers recommendations for improving terminology use in academic and professional domains.*

Keywords: *managerial psychology, terminology, lexical analysis, semantics, organizational behavior, psychological terms*

Аннотация: *В данной статье рассматриваются лексико-семантические особенности терминологии, используемой в области психологии управления — дисциплины, объединяющей психологию и менеджмент. По мере усложнения организационного поведения становится особенно важным точное понимание и использование ключевых терминов для эффективной коммуникации, академической ясности и практического применения. Исследование, основанное на анализе научной литературы и учебных пособий, направлено на выявление структуры терминов, эволюции их значений и функционирования в контексте. Особое внимание уделяется таким явлениям, как полисемия, синонимия и проблемы стандартизации терминов. Также предложены рекомендации по совершенствованию использования терминов в учебной и профессиональной среде.*

Ключевые слова: *психология управления, терминология, лексический анализ, семантика, организационное поведение, психологические термины*

Introduction

Managerial psychology is an interdisciplinary field focused on understanding human behavior within organizational structures. It incorporates insights from psychology and management to address workplace dynamics, motivation, leadership, and employee performance. As the field evolves, so does its language. Terms become more technical, abstract, and context-dependent. For students, educators, and professionals alike, understanding these terms not only supports clearer communication but also improves theoretical understanding and practical implementation.

This article aims to analyze key terms in managerial psychology from both lexical (word structure and origin) and semantic (meaning and context) perspectives. The goal is to promote consistency, accuracy, and depth in academic and professional usage.

LITERATURE REVIEW

The foundations of lexical semantics are explored in works such as *Lexical Semantics for Terminology* by Marie-Claude L’Homme (2020), which highlights how terminology in scientific disciplines reflects both linguistic structure and domain-specific knowledge. Lexical semantics focuses on how words convey meaning, how they relate to one another, and how context shapes interpretation.

In the field of managerial psychology, terms are often derived from Latin or Greek, or borrowed from psychology and business contexts. For instance, “motivation,” “leadership,” and “organizational culture” each carry conceptual weight that can differ depending on theoretical frameworks. According to the Oxford Research Encyclopedia of Linguistics, such terms often undergo semantic shift as they adapt to evolving organizational theories.

METHODOLOGY

This study utilizes a qualitative, descriptive approach that includes:

Lexical analysis: Examining word formation, etymology, and morphology.

Semantic analysis: Identifying meaning, polysemy, and contextual variation.

Comparative analysis: Comparing usage across psychology, management, and educational texts.

Sources include academic textbooks, journal articles, glossaries, and international standards on terminology use in psychology and management.

ANALYSIS AND DISCUSSION

Lexical Features of Managerial Psychology Terms

Managerial psychology terms tend to be compound or multi-word units (e.g., “job satisfaction,” “emotional intelligence”). Many are derived from Latin or Greek, such as “autonomy” (from Greek *autos* = self, *nomos* = law). Nominalizations are common, converting processes into abstract nouns (e.g., “motivate” → “motivation”).

Terminology is shaped by academic trends. For example, “burnout,” once a slang term, has become a formalized concept in organizational psychology.

Semantic Characteristics and Issues

Polysemy: One term may carry multiple meanings. “Motivation,” for example, refers both to internal states and external incentives.

Synonymy: Terms like “employee engagement” and “staff involvement” are sometimes used interchangeably, though subtle distinctions exist in meaning.

Contextuality: The same term can shift meaning in psychological versus managerial settings. “Stress,” for example, may be treated clinically in psychology but as a productivity factor in management.

Challenges in Standardization

One key challenge is the lack of unified terminology across disciplines and languages. This can lead to confusion in international business or academic settings. Differences in interpretation can hinder collaboration, research accuracy, and teaching effectiveness.

CONCLUSION AND RECOMMENDATIONS

Lexical and semantic clarity in managerial psychology is essential for both academic and professional success. This study shows that many terms in the field are linguistically complex and semantically fluid. To improve communication and understanding, we recommend:

1. Creating standardized multilingual glossaries for psychology and management.
2. Integrating linguistic training into management and psychology education.

3. Regularly updating terminologies to reflect new developments in theory and practice.

4. Promoting interdisciplinary collaboration to refine and contextualize key terms.

Clear and consistent terminology improves comprehension, research validity, and the quality of practical application in business and psychology.

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