

## CAUSES AND CONSEQUENCES OF CONFRONTATION

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**Annotation:** This article provides a scientific and philosophical analysis of the causes of confrontation, the specific features of the dynamics of confrontation and its consequences.

**Keywords:** confrontation, dynamics of confrontation, constructive cooperation, conflict, moral norm, opponent, controversial issue, conflict.

In the process of development of modern society, the clash of different interests, views and needs is inevitable, which leads to the emergence of conflicts. We can see that conflicts exist in relations between people, social groups, organizations and even states. They are manifested in all spheres of social life - in economic, political, cultural and spiritual relations.

The causes of conflicts are diverse, and we can see that their roots lie in the scarcity of resources, incompatibility of interests, lack of information, and the influence of psychological and cultural factors. As a result of a deep study of these processes, it becomes important to prevent conflicts, effectively manage them and reduce their negative consequences. Therefore, the topic under consideration is relevant in terms of scientific analysis of the causes of conflicts and their impact on society and the life of the individual.

The beginning of a confrontation is the initial confrontational actions between the parties. For a confrontation to be recognized as having begun, three conditions must be met:

the first participant consciously and actively commits an act that harms the other participant (acts are understood as both physical actions and the transmission of information);

the second participant (opponent) realizes that the said actions are directed against his interests;

In this regard, the opponent takes actions against the first participant. Putting an end to the conflict can take different forms and results. However, in any case, it involves the cessation of actions directed against each other.

The dynamics of confrontation is the process of development and change of the conflict under the influence of internal mechanisms and external factors. Intensification of confrontation is the process of increasing the contradiction and struggle between its participants. Mitigation of confrontation is the process of weakening the struggle and gradually harmonizing relations between the conflicting parties. Resolving confrontations is the process of finding a mutually acceptable solution to a problem of personal importance for the conflicting parties and harmonizing their relations on this basis [1].

In the dynamics of confrontation, the following periods can be distinguished: latent (pre-conflict stage), open (conflict), post-conflict period.

The latent period (pre-conflict) includes the following stages:

1) the emergence of an objective problem situation - the emergence of a contradiction that has not yet been recognized and no counteraction has been initiated.

With the exception of cases where a false conflict has arisen, a conflict is usually caused by an objective problem situation;

2) recognition of the objective problem situation by the interaction participants - reality is perceived as problematic and there is a need to take measures to resolve the contradiction. A number of objective and subjective factors contribute to the deterioration of the perceived situation;

3) attempts by the parties to resolve the objective problem situation in a non-conflict manner, consisting of various types of informing the opposing party, such as persuasion, explanation, questioning, etc.;

4) the emergence of a pre-conflict situation, the presence of a direct threat to the security of one of the parties to the interaction or socially significant interests .

During this period (latent period), the causes of the confrontation are determined and the participants realize their interests in the situation and the obstacles that prevent them from achieving them. Their own resources - material, social and psychological - are assessed, which can or cannot be used to fight the enemy.

All the main elements that make up the structure of the confrontation are already present in the presence of its causes and main participants, that is, the main basis of the necessary conditions for conflict actions, in particular, a certain object of possible confrontation, the presence of two parties that can simultaneously claim this object, the perception of the situation as a conflict by one or both parties is clear.

At this stage of the development of the confrontation, there may be attempts to resolve the issue, for example, cancel the order on disciplinary measures, improve working conditions, change the terms of the contract, etc. However, if there is no positive response to these attempts, the confrontation moves to the open stage.

The open stage (conflict) includes the following stages:

1) incident - the initial clash between the parties, an attempt to resolve the issue by force in their favor. If the resources attracted by one of the parties are sufficient to change the balance of power in their favor, the confrontation may be limited to an incident;

2) escalation of the confrontation - a sharp intensification of the struggle between the opponents; the part of the confrontation that begins with an incident and ends with a weakening of the struggle, the transition to the end of the confrontation;

3) balanced resistance - the use of force does not give results, the intensity of the struggle decreases, no efforts have yet been made to reach an agreement;

4) ending the confrontation - the transition from resistance to the conflict to finding a solution to the problem and ending the conflict by any means [1].

This period (open period) is characterized by the presence of an incident and the beginning of practical actions directed against the opponent.

Open actions include verbal disputes, threats, economic sanctions, political and armed struggle. Covert actions include information and psychological warfare.

The end of the confrontation is achieved in two ways: aggressively radical elimination of the object of the conflict and rational democratic: changing the strategy of confrontation to a strategy of reaching an agreement; establishing priorities or other rules for mutual use of the object of the conflict; reaching an agreement by bringing the disputed issue into line with a legal or moral norm.

A sign of the transition from the hidden stage of confrontation to the open stage is the transition of the parties to conflict behavior. Confrontational behavior is the outwardly expressed actions of the parties. Their specificity as a special form of interaction is that they are aimed at preventing the opponent from achieving his goals and achieving his own [2].

Other signs of confrontational actions include: aimed at preventing the opponent from achieving his goals and achieving his own.

expansion of the number of participants;

an increase in the number of problems that make up the complex of causes of conflict, the transition from business problems to personal problems;

a change in the emotional color of the conflict to a darker spectrum, negative emotions such as hostility, hatred, etc.;

an increase in the level of mental tension to the level of a stressful situation. The whole complex of overt actions of the participants in the conflict.

This stage is characterized by the term escalation, which means the intensification of the struggle, the intensification of the destructive actions of the parties against each other, the creation of new conditions for a negative outcome of the conflict[4].

The consequences of escalation, depending entirely on the position of the parties, especially those with greater resources and power, can be disastrous, leading to the breakdown of good relations or even the destruction of one of the parties.

The post-conflict period includes two stages:

1) partial normalization of relations between opponents; feelings have not disappeared; understanding of one's position and correction of negative self-confidence, level of aspiration, attitude towards the partner;

2) Their relations are fully normalized when both parties realize the importance of further constructive cooperation. This is achieved by overcoming negative relations, effective participation in joint activities and building trust.

In the case of a non-constructive end to the confrontation, the relationship will look like this. This is achieved by overcoming negative attitudes, effective participation in joint activities, and building trust.

If the confrontation ends unconstructively, the relationship between the parties may cease altogether.

Confrontation can be characterized by a period of time characterized by divergence between the parties. During this period, the conflict intensifies, disagreements between the parties intensify. The confrontation continues until further escalation becomes pointless.

In short, confrontation does not always go through all the above periods: the latent, open, and post-conflict periods may not always be repeated. Thus, an objectively arising conflict situation may not be noticed and recognized by those whose interests are violated. In this case, naturally, the conflict will not arise. If its objective causes are eliminated immediately after their emergence, the conflict will not arise.

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