Lecture: 8
Interpersonal Attraction and Social Relationship: Part II

With the previous discussion about interpersonal relationships so today I will talk about social relationships previously we discussed about that how interrelationships are formed based on attraction similarity liking and mutuality but what is the outcome of all these aspects of of interaction it actually leads to social relationships that means when any individual who has a desire to, satisfy his sense of belongingness

then the person also tries to move forward to establish a strong bonding with the other person in the group, and this is termed as social relationship which is formed in groups and involves more than liking that is care and love and sometimes it leads to intimacy for example between two friends between siblings between Close Associates or even couples, who are engaged in love so this is how when we are talking about social relationships then Levinger and snoek also has proposed a very simple framework that how interaction in any new environment transforms to social relationships while going through different kind of stages of interaction and attraction this is the model where Levinger and snoek has talked about three levels of, social relationships the first is the zero contact where two people are completely unrelated to each other they have no awareness about each other they have no information or Knowledge about each other they have no information about the goals that what they want to achieve but when they are coming into interaction with each other then they are actually having an approach that how to, interact and how to exchange information with each other so as soon as a zero contact where two people are unrelated there is probability that two people will actually approach each other and there will be a kind of awareness in that environment and that awareness will

lead to acquaintance and attraction now this awareness is that there is some level of similarity in the attitudes they, form impression about each other that is fitting in each other's model what I think the person should be and what the other person think that I should be fitting in that model this is the first stage that is awareness where unilateral attitudes are there and we form some impression fitting in each other model and although the interaction is not very intense

But there is some kind of, interaction which leads to some kind of Attraction, acquaintance and at the same time some kind of connectedness or affiliation as soon as this awareness is been increased it leads to surface contact where attitudes become bilateral here bilateral attitudes means that people tend to exchange information bits and pieces of information to each other and how they extend those interactions , based on the knowledge they possess that means exchanging information with each other and enhancing their skills and interaction so as soon as there is some kind of similarity in the attitudes two people who are engaged in that in a particular

interaction is then transformed to a sense of affiliation that means they try to build up relationship initially it was neutral then there was, some kind of approach leading to acquaintance and attraction and in the next stage it leads to

Affiliation towards building a relationship now as soon as the surface contact also becomes mature it actually leads to the final stage of any social relationship that is mutuality which is a continent that means once affiliation is being established between two people there is a continuity of, exchange of information there is continuity in having or developing similar attitudes and most importantly they develop common goals to achieve all all together that means they have empathy they have understanding they have mutual trust based on sharing information so as soon as mutuality is being achieved there is actually a sense of attachment they try to relate to each other not, only based on knowledge but also the emotional basis also becomes very strong so this is how the level of relationship can reach to the level of mutuality now this level of mutuality also has its three levels of transformation that even two people are related to each other

Then in what a manner and to what extent that intersection or continuation will take place now as soon as the the, two people reaches the stage of mutuality or continuum or sense of attachment they also experience some kind of transform transformation so this transformation is minor intersection that means attachment is there but two people are trying to come more close to each other they are trying they are making efforts to become more intimate and mutual

Once this stage is also cross it also leads, to major intersection where there is maximum times they are similar in every opinion every belief and every idea that means their efforts are being collaborated to achieve the common goal and the last is total Unity where they have a strong sense of identity because of each other so that means they have merged in within themselves and with the other person based on their

Knowledge based, on their haring experiences and most importantly on basis of emotions. So when we are talking about mutuality and that to total Unity it is actually a state of consolidation content Innovation Mutual trust secured attachment and actually it maintains balance cooperation mutuality and finally intimacy so when we are talking about social relationships leading to intimacy or mutuality it , actually again transforms two people to a different level that means to

A higher level of relationship how two people can become more close more intimate and more Mutual next comes that when total Unity has been experienced by two people and they are becoming mutual and intimate then what are the other factors that promote each other the connection between the two so social, psychologists have talked about three factors that promote intimacy and that too in a particular social relationship it is mutuality self-disclosure shared activities and

Interdependence so when we are talking about intimacy it is a close familiar affectionate personal relationship with the other person that means the relationship is pro-social in nature that means they are helping the, other person without any expectation no doubt there is altruism there is reciprocal altruism as well but they are more eager and Keen to help their Partners there is a close association with a detailed

Knowledge or deeper understanding of the other person's attitude beliefs values and ideas so this is how that means when people are more empathetic towards each other two people and their, understanding about their beliefs ideas emotions and and values then there is a complete Unity and that creates intimacy so how that intimacy is determined it is determined based on three factors the first is mutuality this involves the belief that the other person is trustworthy dependable

And reliable we can only trust other person or we can only be mutual towards other person when we, understand when we have deep understanding of the other person's attitude that he or she is trustworthy and dependable so people take account of each other's feelings and desires and the relationship is social that means there are moral and social constraints as well that in what Manner a relationship should continue and at the same time they are more keen to help their Partners

The, other is self-disclosure this is very basic to any social relationship how that when we are keen to share our feelings and emotions and knowledge with the other person then the other person also reciprocate in the similar fashion so the more we are disclosing ourselves the more the other person will be encouraged to discuss to disclose more information with us so this actually encourages, mutuality and the relationship becomes very strong because when we are sharing the information and the other person is understanding our sense of sharing then the other person also reciprocates in the same way and this leads to empathy between two people so self-disclosure is the most important aspect in any social relationship if two people although they are mutual they are intimate but, if one party tries to withhold certain information at one point of time in the relationship then the relationship will start ceasing to exist the Detroit will start

taking place so self-disclosure is very important and the last is shared activities and interdependence this is like how we influence each other while engaging in joint activities that means when we have common goal then how, we engage in joint efforts to achieve that goal that is shared activities and that provide reinforcement and better opportunities to interact and achieve the common goals so when we are talking about sharing knowledge it also extends to share activities and interdependence it is not only about independency it is actually about interdependence that there when there is more sharing then , there is more sharing of ideas beliefs and emotions then actually they are becoming dependent on the other person because goals are common and attitudes are common so it encourages more interactions so this is how social relationships are being established

so we can say that when social relationships are being established I will go back to the slide again it is one of the most important, important aspect of an individual social life and one can experience the pleasure of being in a social relationship while respecting his or her own boundaries and at the same time maintaining the moral and ethical standards based on mutuality trust and sharing activities so this is how uh we we can say that that when we are talking about social relationships, it starts

From interpersonal, attraction and how every attraction leads to another stage of relationship in terms of friendship in terms of liking in terms of mutuality and finally there is a point where two people decide to establish a strong relationship based on certain factors so this is how we are we can say that how social relationship can be promoted to mutuality and intimacy this is one aspect of of social , relationship that how social relationship can be established.

Now the other aspect is that when we are talking about group dynamics then so many members are there in a group then how to understand the level and quality of relationship or social relationships among the group members so there has to be some approach where we can define the relationship of one person with the other person or, other other members in a very precise manner now that requires some kind of mapping of the relationships where we can say in a very precise Manner

And clear manner that how one member is related to the other person and how the other members of the group are likely or disliking one particular member now this we cannot identify based on our day-to-day life interactions in the group there, has to be an approach there has to be some mythology where we are saying that this is how we can chart out the liking disliking or repulsion or acceptance of a particular member within the group for that to understand that issue social psychologists have laid down a very important measurement issues in social relationship for that measurement issue J.L Moreno in the year 1934 coined the term sociometry to understand the quality of relationship among the members now that quality and the level of relationships have has been studied by J. L. Moreno through mapping of the relationships in terms of Attraction acceptance rejection dyad, triad there are several levels of

Relationship that exist within the group and how to identify each level of relationship so J. L. Moreno has coined this term sociometry which was later on expanded in terms of mattresses as well that means social gram is been created based on diagrammatic representation of the relationship of the group members so let us first define that what is sociometry when it comes to measurement issue of social relationships social metric can be defined as a technique for mapping the, relationship of Attraction and rejection among members of a group a likes b b like C but C does not like b or a a b and c can form one subgroup within the group itself maybe a and H would are more attracted to each other now all these kind of relationships do exist in the group itself but how to map them in day to day life it is not very easy to understand but if you bring those, relationships through mapping

then definitely we can identify the structure the social structure of the group The hidden structures that from where and how some conflicts are evolving within the group and how it can be resolved so based on social metric we can say that it is a method of studying interpersonal relations among members of the group express in terms of choice communication , attraction and differences and patterns of interaction among individuals in the group and the result of this pattern can be represented in the form of sociogram it is a diagrammatic representation of a social relationship on paper that is the most practical approach to understand human relationships so human sociometric Explorations reveal hidden structures that give groups its form in, terms of cliques that means in a group of 50 members, maybe two members or three members are very close to each other and they will not allow other members that should interact with them so deeply so they will form

Their own subgroup which in social psychology is termed as a clique that means in the terms of cliques or alliances dyad triad and even an isolate diet when two people form, their group try it when three people form their group or it can mean isolate where the person is least preferred to to interact with him or her or maybe then isolate person is not liking the other person to to interact with

So J. L Moreno has identified several structures within the group uh group interaction that how people interact with each other in what manner so if I talk about , sociometry based on the diagrammatic representation on this slide we can see so many members identified as a b c d e f g h all these alphabets are the members on this slide right now and we can identify that a is the most liked person that means we can say a is the hero in the group because all the members are liking

This this person whereas a clique is also existing in this group where a, b and c d a b c and d they are having a very close knitted group subgroup within the group itself and they are not allowing other members to interact with them so they they are forming a clique there they are there is an alliance they are closely knitted with each other the interactions are very close and intimate so they form a clique within the group itself that is a b c and d

Now within, the group itself there is a Triad as well where f e f and g they form a Triad they three are attracted to each other the three like each other a lot and there is a close interaction between these three members e f and g they form a Triad at the same time I and J they form a diode that means they no doubt everybody is interacting with each other but inclination is very high to towards a , particular person or members

So if I say about I and J they are forming a diet they are very close to each other they like each other a lot and they're interacting to the maximum with each other this is a diet where H is an isolate either members are not liking him or maybe sometimes due to some other factors within

the group itself maybe H is not preferring to interact with every , members in every point of time this is how the relationships can be defined

Now the interesting part is that we can see that there are other two characters in The or members in the group itself C and D now here C and D in grayish blue C is responding to D that means C is having preference to interact with d but D is not interested in talking to C in interacting with C with the dashed, Arrow which indicates that C is in attracted to D but D is not showing any interest in interacting with C similarly C is very much interested in interacting with G but the G member is not very much interacting with character C that means the choice is un-reciprocated.

Earlier it is like two members I and J they are attracted to each other they are in reciprocal altruism or reciprocal, Behavior exhibiting reciprocal Behavior but when it comes to C and G and C and D, the choice is unreciprocal that means the choice is negative maybe D is not liking C or maybe G is also not liking C but C is more interested in talking to D and G members of the group

So that means the choices are negative or the choices is unreciprocated so this is how this hidden structure of the social, relationship among the group members we can decipher very clearly and this indicates sociometry or social gram because we are trying to explore every relationship with each each member in a very precise manner based on arrows so this is how the social gram is is helpful in defining social relationships among group members

Now this is one aspect of sociometry that based on social gram or, the whole uh relationship can be deciphered in a very precise manner the other way out is another sociograms now in this Sociogram this is more elaborative in the form of certain factors that in this they have talked about male and female members as well that to what extent and in what Manner male members are interacting to female or vice versa or in what manner

Among female members or , male members what type of in relationship exist among each other so if we have a closer look on this diagram we will find on the sociogram that based on the arrows the choices are positive they are negative they are mutual and they are non-reciprocal as well so again when we are talking about sociogram there can be different ways to explore relationships based on the purpose that in, what Manner and in how the number of or size of the group will expand based on the relationship it can be based on age also it can be based on gender also and sometimes it can be based on geography locations and work experiences because sometimes in organizations what happens within the team and group itself there there are chances that maybe generation difference will exist and, interaction will lead to some conflicts or the interaction becomes very much distorted so all these factors play a major role that how that relationship can be explored in a very explicit manner so this is how sociogram can be used in a very explicit manner depending on the purpose to study the relationship next is sociometric matrices this is another way where we are giving scores, to the choices and preferences and like and dislikes about each other member that how and to what extent one member is preferred to

work with in how much percentage percentage or times so if we talk about this sociometric matrices we will understand that a is being a prefers to work with b and e we can see here B prefers to interact or work with a and e c prefers to work with d and e D, prefers to work with b b and e and last e prefers to work with a B so the preferences has been identified in the Matrix based on 0 and 1 0 is liking sorry disliking and one is liking So based on this we can easily calculate the choices that every member has received by every member So based summing up the choices we can easily understand or based on this matrices that a has received two, choices B has received three choices C has not received any choice D has received one and E has received four So based on the summing up of the choices we can easily understand that e is the most likable person in the group and then follows B So based on this Matrix we can easily understand that to what extent and in what percentage every member is preferred by which member this is sociometric matrices.

Now this also has some advanced form in terms of choice matrix where choices are given but in what manner that means positive or negative if I talk about if I go to Just diff the previous one this sample sociograms, here the choices are positive and negative right and we will simply understand but in this Choice metrics we will identify that one person has got , how many Positive Choices and how many negative choices because sometimes there there are reasons that some situations will create preference for one person and maybe in an for the same person in the another situation the preference will vary so if we talk about the social metric Choice Matrix then again it is something where plus and minus signs are indicated based on choices for, example if I say that a has given B sorry yes a has given B A positive choice and d e and f they have given a negative choice to their group member that is B similarly B has given to a choice to a e f and g

Now when we are calculating these choices based on positive negative out of total choices then we will say that a has received one choice and a has received two negative choices that, means based on their behavioral dispositions to what extent members are being liked or disliked and out of this positive and negative choices what are the total choices that have been received so total choices received by a is 3

Where one person has Preferred and the other two members have not preferred to work with based on this we can easily understand for example that D has got the, maximum choices that is five choices and plus choices is five so that means D is the most preferred person to work with in the group so on these indicators the relationships is can be easily understood by the members and how team and team roles are can be identified very easily because when we are working all

Together towards the common goal then that there has to be a smooth and , effective functioning of the group member us so understanding the relationship among all the members will help us to decide and allocate all the roles and resources to each member of the group so this is how we

try to identify we try to infer we try to decipher social relationships among members next comes merits and demerits of sociometry

Now definitely when any method has been, proposed by by any psychologist then it carries some demerits as well but let us talk about the positive aspects of sociometry the first is that it is useful in understanding the interpersonal relationships among group members that is the most obvious purpose of sociometry it is useful in understanding the group structure that is to what extent the group is stable and unstable sometimes, what happens every member is giving only one

One choice to work with right and there is no other choice for any member this simply shows that the structure of the social structure of the group is very weak people are not interacting much with each other or they are not making as much efforts to make the relationship strong to work upon so this identifies that based on the choice metrics, or arrows that what is the strength of any group relationship the other is it is useful in studying group Effectiveness in terms

Of productivity and performance the more people have choices for each other the more people are preferring to work together towards the common goal and this enhances productivity it enhances performances the other is that it is useful in understanding the, social structure of a group in terms of values beliefs stereotypes and Prejudice that means the more people are giving choices to each other the more they are identifying with each other in terms of beliefs ideas and

Opinions and at the same time the most important thing is that they tend to dissolve all the stereotypical attitudes and Prejudice about each other and they try to identify, themselves at the common ground this is the most important benefit of applying sociometry in group dynamics the other is it helps engaging counterproductive work Behavior such as distrust bullying or antagonism that means when people are expressing their choices to work with

Then they are actually also creating a comfort zone for themselves with whom they are comfortable to work with and, in that situation they curve the tendency of counterproductive work behaviors where there are less arguments there are less conflicts there are there are less negative dispositions of behavior in terms of bullying or hostility aggression or anger the other is that it helps groups with Team Building without breaking confidentiality the more we are able to

Understand the quality of, relationship among members the more we can build up trust we can we can identify people with whom that a person is comfortable to work with which member and more people can maintain the confidence and confidentiality with each other the other is it can be used for group therapy in various settings such as schools military business settings and corporate training

Now all these works all, these examples are workspaces where group exist and when group exists then definitely conflicts also exist and at the same time large patterns of interactions also exist so how to dissolve how to resolve and dissolve those interactions will can only be possible when we can implement this approach of sociometry so these are the advantages at the same time there are certain demerits also, that

First of all and does not promote intensive study for analyzing relationship because it is giving a pictorial representation of the relationships where Sometimes some external factors also exist while evaluating or giving choices about other group members and at the same times and situational factors also exist so there is no reliability but at the same time pictorial , representation will give a framework that where the group is heading on so this is the demerit and

The most important aspect of demerit is that there are statistical limitations to inferring relationships among group members we have indicators in terms of plus minus we have indicators in terms of preferences like 1 0 and 1 maybe it is banned energy but we do not have any statistical, application to identify that whenever we are measuring the relationships between two people or among group members that identification is very much reliable that means that whenever we are

Trying to Gorge the relationship then maybe we are getting the same picture of relationship so this this lacks statistical uh flavor to implement this approach of sociometry but in any case when we are, talking about social psychology then definitely behavior is also instrumental and any situation is also instrumental moment to moment situations are changing and moment to moment people try to handle those situations in a different manner so interactions also vary from person to person but yes when we are talking about measurement issues in Social relationships then sociometric plays a, very important role where we are trying to identify our perception for the other a person within the group itself so this is how social relationships can be understood based on sociometry so we are through with this module. Thank you so much.